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# AMS
# 1989
# Data Processing Salaries Report

***Salary rates for***
***data processing employees***
***in the***
***United States and Canada***

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**The following regions and cities are covered in this report:**

**EASTERN**
Albany, NY
Allentown, PA (Lehigh Valley)
Binghamton, NY
Boston, MA
Buffalo, NY
Concord, NH
Harrisburg, PA
Hartford, CT
Lancaster, PA
Montgomery Cty., PA
Newark Area, NJ (Metro)
New York, NY
Philadelphia, PA
Pittsburgh, PA
Portland, ME
Providence, RI
Reading, PA
Rochester, NY
Stamford, CT
Syracuse, NY
Washington, DC
Westchester, NY
Wilmington, DE
York, PA

**EAST CENTRAL**
Akron-Canton, OH
Battlecreek-Kalamazoo, MI
Chicago, IL
Chicago (North/West), IL
Cincinnati, OH
Cleveland, OH
Columbus, OH
Dayton, OH
Detroit, MI
Evansville, IN
Fort Wayne, IN
Grand Rapids, MI
Indianapolis, IN
Rockford, IL
Toledo, OH

**WEST CENTRAL**
Cedar Rapids, IA
Davenport, IA
Des Moines, IA
Fargo-Moorhead, ND
Kansas City, MO
Lincoln, NE
Madison, WI
Mid-Missouri
Milwaukee, WI
Minneapolis-St. Paul, MN
Minnesota (Southern)
Omaha, NE
St. Louis, MO
Topeka, KS
Wichita, KS

**SOUTHERN**
Atlanta, GA
Birmingham, AL
Charlotte, NC
Columbia, SC
Dallas, TX
Fort Worth, TX
Georgia (Northwest)
Greensboro, NC
Greenville, SC
Houston, TX
Kingsport, TN
Knoxville, TN
Lexington, KY
Little Rock, AR
Louisville, KY
Norfolk, VA
Oklahoma City, OK
Orlando, FL
Raleigh, NC
Richmond, VA
Roanoke, VA
Tulsa, OK
Winston-Salem, NC

**WESTERN**
Denver, CO
Los Angeles, CA
Oakland-East Bay, CA
Phoenix, AZ
Portland, OR
Sacramento, CA
Salem Area, OR
San Francisco, CA
San Jose, CA
Seattle, WA
Sequoia/Palo Alto, CA

**CANADA**
Calgary, Alberta
Edmonton, Alberta
Grand Valley, Ontario
Hamilton, Ontario
Regina, Saskatchewan
Toronto, Ontario

# Introduction

The AMS Management Information Committee is pleased to present the results of the seventh annual AMS salary survey of data processing personnel. This survey represents data collected from over 2,500 companies of all sizes and types across North America, incorporating over 45,000 data processing employees.

Average salary rates, effective February 1, 1989, are provided for 20 typical data processing positions commonly found in most companies. This year, weighted averages have been added to the survey, and are reported for each position in all breakouts.

The salary data is broken out by region (five in U.S., plus Canada), by type of business (seven) and by company size (two). Data is also reported for 93 cities across North America.

In addition, annual salary budget increases are given for 1989 (actual) and 1990 (projected) by region, type of business, size of company, and overall.

The AMS salary surveys are made possible through the cooperation of AMS chapters in cities throughout the United States and Canada. Salary survey coordinators in each chapter have solicited participation from a cross-section of member and nonmember companies in each city. Questionnaires are returned directly to AMS headquarters for processing to ensure the confidentiality of the salary data.

This report presents the overall results of the entire survey, with the breakouts as indicated above. More detailed results by city are provided to each chapter salary survey coordinator for publication of a local report. To determine the availability of a report for your city, contact the salary survey coordinator at AMS headquarters in Trevose, Pennsylvania.

We welcome your comments regarding the format of this survey, the positions covered, and other suggestions that will make this report a more effective tool for determining competitive salary rates for data processing employees.

# Guide To Use of Survey Data

The **1989 Data Processing Salaries Report** presents annual base salary rates for 20 "benchmark" exempt and nonexempt data processing positions typically found in most businesses throughout the United States and Canada, effective as of February 1, 1989. Rates for each position are reported by city and region overall, plus type of business and company size.

In addition, salary budget information precedes the salary data, and reports actual increases for 1989 and projected increases for 1990. This information is reported overall by U.S. and Canada, by region, by type of business and by size of company.

## EXPLANATION OF SALARY DATA

Each company participating in the survey was asked to provide one average rate for employees in each position. These rates are presented in this report as follows:

**Weighted Average** — the average weekly salary rate weighted by the number of employees per company.

**Average** — the weekly salary rate averaged by company. This "straight" rate is not affected by companies reporting a large number of employees, since each company's average for the position counts as one. Thus this rate may be more reliable in those cases where a large number of employees in one company has been reported and has strongly affected the weighted average. This can be seen where there is a significant difference between the "weighted average" and "average" figures. The "average" rate may also be more reliable where the sample size is small.

**25th percentile** — considering all the rates reported for a position, the low rate is the one that falls at the 25 percent mark up from the lowest rate reported. Rates less than this may generally be considered the extremes.

**50th percentile** — this rate represents the one that falls at the 50 percent mark (midpoint) of all the rates reported for a position. In a well-balanced sample, this rate will be close to the average.

**75th percentile** — this rate represents the one that falls at the 75 percent mark up from the lowest rate reported. Rates higher than this may generally be considered the extremes.

**Start** — the average weekly starting rate for the position.

## APPLYING THE INFORMATION

Since this report is considered a "benchmark" survey, the positions as defined on the following pages are general. Survey respondents have been encouraged to include data for employees whose responsibilities are similar to those in the following descriptions, but whose titles may not be the same.

Therefore, the data in this survey should be used with discretion. You are urged to review the responsibilities of each position description before making comparisons with the positions in your company. Do not make comparisons by title alone. You should not expect the salaries of your employees to be the same as those in this report. The AMS data should be used in conjunction with other data and in consideration of such factors as location, benefits, unique company characteristics, availability of applicants, etc.

Non-supervisory (nonexempt) data processing employees do not usually move from city to city for better pay. It follows, then, that you are only competing for this type of employee with other firms in your city or industrial area. Many of these workers are not bound by industry lines so you should consider the rates paid by all types of businesses in your area.

A small number of responses for any given position in the city reports may not represent a sound sample. In this case, refer to position data for your region, type of business and/or size of company.

For further information about this or other AMS surveys, contact the salary survey coordinator at AMS Headquarters in Trevose, PA — 215-953-1040.

# 1989 DATA PROCESSING SALARY SURVEY — POSITION DESCRIPTIONS

## GENERAL

**A OVERALL DATA PROCESSING MANAGER** — Responsible for planning, directing and controlling all data processing-related activities in an organization, including systems analysis, applications programming, computer operations and data entry activities and staffs.

## SYSTEMS ANALYSIS

**B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS** — Responsible for planning, organizing and controlling the activities and personnel of the systems analysis section. Responsible for developing and implementing new or revised systems and procedures; for conducting feasibility studies; for systems design. Consults with other departments on systems and procedures. Assigns section personnel to projects and directs their activities. *(If includes applications programming responsibilities, see position H.)*

**C LEAD SYSTEMS ANALYST** — Assists manager/supervisor by organizing, scheduling and monitoring the activities and personnel of the systems analysis section. Assists in scheduling the work of the section. Has full technical knowledge of systems analysis activities and procedures. *(If includes applications programming responsibilities, see position I.)*

**D SYSTEMS ANALYST** — Formulates statements of business problems and devises procedures for solution of the problems. Competent to work at the highest technical level of systems analysis activities; generally works independently on projects. *(If includes applications programming duties, see position J.)*

## APPLICATIONS PROGRAMMING

**E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING** — Responsible for planning, organizing and controlling the activities and personnel involved in the preparation of applications programs. Assigns and coordinates the work of the programming staff. Establishes standards for block diagramming, flowcharts and coding. May write and debug complex programs. Meets with systems analysts, other technical personnel and users to schedule projects and feasibility studies. Reviews and evaluates work of programming staff. *(If includes systems analysis responsibilities, see position H.)*

**F SENIOR APPLICATIONS PROGRAMMER** — Analyzes problems outlined by systems analysts and outlines detailed equipment requirements. Designs detailed flowcharts; verifies program logic by preparing test data for trial runs; tests and debugs programs; prepares run sheets for routine programs. May do coding from flowcharts. May confer with technical personnel. *(If includes systems analysis duties, see position J.)*

**G APPLICATIONS PROGRAMMER** — Conducts detailed analysis of defined systems specifications and develops block diagrams and flowcharts. Codes and prepares test data; tests and debugs programs; revises programs; documents procedures used for completed programs. Evaluates and modifies existing programs. *(If includes systems analysis duties, see position K.)*

## SYSTEMS ANALYSIS AND PROGRAMMING

**H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS AND PROGRAMMING** — Responsible for planning, organizing and directing the activities and personnel involved in systems analysis, design and applications programming. Plans and monitors project assignments and schedules; meets with users to identify project requirements, establish deadlines, and resolve problems. Analyzes and ensures results meet user needs. *(Combines responsibilities of positions B and E.)*

**I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)** — Plans, controls and monitors the activities and personnel involved in the implementation of projects involving systems analysis, design and applications programming. Coordinates testing and ensures timely implementation of projects assigned to the team. Ensures all necessary documentation is completed and standards adhered to. Interfaces with users to ensure their needs are met. Provides training and assistance to programmer/analysts. Prepares project status reports and keeps management informed of progress. *(Includes responsibilities of position C.)*

**J SENIOR PROGRAMMER/ANALYST** — Participates in systems analysis and program design activities. Handles complex projects involving extensive technical expertise. Interfaces with users to determine the need for, use of, and informational requirements of the new or modified system. Defines the applications problem and determines system specifications. Prepares logic flow charts, codes and documentation. Devises data verification methods and standard systems procedures. Trains programmer/analyst. *(Combines duties of positions D and F.)*

**K PROGRAMMER/ANALYST** — Participates in systems analysis and program design activities of lesser complexity than the above position. Interfaces with users to determine information requirements of the new or modified system; defines the applications problem; determines systems specifications; prepares logic flowcharts, codes and documentation; devises standard systems procedures. *(Combines duties of positions D and G.)*

## COMPUTER OPERATIONS

**L MANAGER - COMPUTER OPERATIONS** — Responsible for ensuring the security and efficient and continuous functioning of the computer operations center mainframe and peripheral equipment. Interfaces with users to coordinate activities and resolve problems. Reviews and evaluates the performance of equipment and staff; recommends improvements as necessary. Maintains a state-of-the-art knowledge of hardware and peripheral equipment. Interfaces with vendors with regard to computer operating equipment.

**M SUPERVISOR - COMPUTER OPERATIONS** — Responsible for supervising computer operations and related functions in the efficient and economical production and testing of all computer jobs. Evaluates performance and service given to users. Maintains, reviews and adjusts operating schedules as necessary. Investigates and resolves operating problems. Serves as a liaison with vendors.

**N LEAD COMPUTER OPERATOR** — Assists the supervisor in providing work leadership and technical guidance to computer operators to ensure a continuous flow of work and performance. This includes assisting in planning, balancing and adjusting schedules; determining and resolving equipment input and operating problems within prescribed limits of authority; providing training to operators and operating equipment as necessary. Assists in coordinating activities with other DP sections.

**O SENIOR COMPUTER OPERATOR** — Operates computer utilizing established programs; handles wide range of tasks of varying compexity. Troubleshoots program errors or equipment failures. Instructs or gives limited directions to less experienced operators. Maintains operating records.

**P COMPUTER OPERATOR** — Operates computer utilizing established programs; loads computer and operates console in accordance with programmed instructions. Observes functioning of equipment. Detects and reports nature of errors or equipment failure and makes simple console adjustments.

## DATA ENTRY

**Q SUPERVISOR - DATA ENTRY** — Responsible for supervising, scheduling and organizing the work of data entry employees. Reviews and evaluates section performance. Interfaces with users as needed. Maintains files.

**R LEAD DATA ENTRY OPERATOR** — Responsible for assisting the supervisor by providing work, leadership and technical guidance to data entry operators to ensure a smooth and continuous flow of work and performance. Assists in training and instructing data entry operators.

**S SENIOR DATA ENTRY OPERATOR** — Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

**T DATA ENTRY OPERATOR** — Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a generally standardized pattern of operations.

## Exempt Salary Budget Increases

### 1989 — Approved (%)

| Type of Business | Total U.S. | Eastern | East Central | West Central | South | West | Canada |
|---|---|---|---|---|---|---|---|
| Manu./Proc./Const. | 4.9 | 4.9 | 4.9 | 4.7 | 4.9 | 4.8 | 5.0 |
| Bank./Ins./Fin. | 5.4 | 5.5 | 5.4 | 5.3 | 5.4 | 5.5 | 5.4 |
| Service | 6.3 | 6.1 | 6.6 | 5.9 | 6.7 | 5.8 | 5.6 |
| Retail/Wholesale | 5.1 | 5.6 | 4.8 | 5.1 | 4.8 | 5.1 | 5.1 |
| Util./Trans./Comm. | 4.8 | 5.1 | 5.0 | 4.5 | 4.6 | 5.0 | 5.1 |
| Educ./Gov't./Nonprof. | 5.0 | 5.6 | 4.9 | 4.8 | 4.8 | 3.9 | 4.3 |
| Other | 5.4 | 5.5 | 5.4 | 4.9 | 5.2 | 5.8 | 5.3 |
| **Total** | **5.2** | **5.4** | **5.2** | **5.1** | **5.3** | **5.2** | **5.1** |
| **Size of Company** | | | | | | | |
| Under 500 Emps. | 5.4 | 5.5 | 5.3 | 5.2 | 5.4 | 5.3 | 5.1 |
| Over 500 Emps. | 5.0 | 5.2 | 5.0 | 4.8 | 5.0 | 5.0 | 5.1 |

### 1990 — Planned (%)

| Type of Business | | | | | | | |
|---|---|---|---|---|---|---|---|
| Manu./Proc./Const. | 5.1 | 5.2 | 5.1 | 4.7 | 5.1 | 5.3 | 4.9 |
| Bank./Ins./Fin. | 5.5 | 5.7 | 5.5 | 5.4 | 5.5 | 5.1 | 5.0 |
| Service | 6.1 | 6.1 | 6.5 | 6.0 | 6.2 | 5.7 | 5.7 |
| Retail/Wholesale | 5.1 | 5.3 | 5.4 | 4.9 | 4.8 | 5.2 | 5.2 |
| Util./Trans./Comm. | 4.8 | 4.9 | 5.1 | 4.7 | 4.6 | 5.1 | 5.2 |
| Educ./Gov't./Nonprof. | 5.0 | 5.5 | 5.0 | 4.7 | 5.0 | 4.1 | 4.2 |
| Other | 5.6 | 5.8 | 5.7 | 4.9 | 5.5 | 6.0 | 5.1 |
| **Total** | **5.4** | **5.6** | **5.4** | **5.1** | **5.4** | **5.3** | **5.0** |
| **Size of Company** | | | | | | | |
| Under 500 Emps. | 5.5 | 5.7 | 5.4 | 5.2 | 5.5 | 5.3 | 4.9 |
| Over 500 Emps. | 5.1 | 5.2 | 5.3 | 4.8 | 5.0 | 5.3 | 4.5 |

## Nonexempt Salary Budget Increases

### 1989 — Approved (%)

| Type of Business | Total U.S. | Eastern | East Central | West Central | South | West | Canada |
|---|---|---|---|---|---|---|---|
| Manu./Proc./Const. | 4.6 | 4.6 | 4.5 | 4.4 | 4.7 | 4.5 | 4.5 |
| Bank./Ins./Fin. | 5.3 | 5.5 | 5.3 | 5.1 | 5.2 | 5.3 | 5.2 |
| Service | 5.7 | 5.6 | 5.7 | 5.7 | 6.3 | 5.3 | 4.6 |
| Retail/Wholesale | 4.8 | 5.0 | 4.7 | 4.8 | 4.7 | 4.9 | 5.0 |
| Util./Trans./Comm. | 4 6 | 4.9 | 4.6 | 4.3 | 4.6 | 4.7 | 4.8 |
| Educ./Govt./Nonprof. | 4.9 | 5.5 | 4.7 | 4.7 | 4.6 | 3.8 | 4.5 |
| Other | 5.2 | 5.4 | 5.2 | 4.9 | 4.9 | 5.4 | 4.8 |
| **Total** | **5.0** | **5.1** | **4.9** | **4.9** | **5.0** | **4.9** | **4.7** |
| **Size of Company** | | | | | | | |
| Under 500 Emps. | 5.1 | 5.2 | 5.0 | 5.0 | 5.1 | 4.9 | 4.7 |
| Over 500 Emps. | 4.8 | 5.0 | 4.8 | 4.6 | 4.8 | 4.9 | 4.7 |

### 1990 — Planned (%)

| Type of Business | | | | | | | |
|---|---|---|---|---|---|---|---|
| Manu./Proc./Const. | 4.7 | 4.7 | 4.8 | 4.5 | 4.8 | 5.1 | 4.4 |
| Bank./Ins./Fin. | 5.5 | 6.9 | 5.4 | 5.1 | 5.2 | 5.1 | 5.3 |
| Service | 5.6 | 5.4 | 5.7 | 5.4 | 6.1 | 5.3 | 5.0 |
| Retail/Wholesale | 4.9 | 4.9 | 5.2 | 4.7 | 4.7 | 5.1 | 4.9 |
| Util./Trans./Comm. | 4.8 | 4.8 | 4.8 | 4.6 | 4.7 | 5.0 | 5.0 |
| Educ./Gov't./Nonprof. | 4.8 | 5.3 | 4.7 | 4.4 | 4.9 | 3.8 | 4.0 |
| Other | 5.4 | 5.4 | 5.5 | 5.0 | 5.3 | 5.9 | 4.9 |
| **Total** | **5.1** | **5.3** | **5.1** | **4.8** | **5.2** | **5.1** | **4.6** |
| **Size of Company** | | | | | | | |
| Under 500 Emps. | 5.2 | 5.5 | 5.1 | 4.9 | 5.2 | 5.1 | 4.7 |
| Over 500 Emps. | 4.8 | 4.8 | 4.9 | 4.6 | 5.0 | 5.2 | 4.0 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## TOTAL U.S.

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 55.7 | 44.1 | 39.6 | 35.4 | 44.1 | 33.5 | 26.7 | 47.3 | 42.1 | 35.9 | 30.4 | 42.2 | 32.1 | 24.4 | 22.0 | 18.9 | 25.5 | 19.8 | 16.7 | 14.6 |
| AVERAGE | 54.3 | 45.8 | 40.6 | 34.0 | 45.4 | 32.8 | 26.2 | 48.4 | 41.1 | 34.8 | 28.5 | 42.1 | 31.4 | 23.8 | 21.3 | 18.1 | 26.0 | 19.5 | 17.3 | 15.0 |
| 25TH | 42.5 | 39.5 | 36.5 | 29.5 | 38.5 | 27.5 | 22.5 | 41.5 | 36.5 | 30.5 | 25.5 | 34.5 | 26.5 | 20.5 | 18.5 | 15.5 | 21.5 | 16.5 | 15.5 | 13.5 |
| 50TH | 51.5 | 45.5 | 40.5 | 34.5 | 46.5 | 31.5 | 24.5 | 48.5 | 40.5 | 34.5 | 28.5 | 40.5 | 30.5 | 23.5 | 21.5 | 17.5 | 25.5 | 19.5 | 17.5 | 14.5 |
| 75TH | 63.5 | 52.5 | 44.5 | 38.5 | 52.5 | 37.5 | 29.5 | 54.5 | 46.5 | 38.5 | 32.5 | 49.5 | 35.5 | 26.5 | 23.5 | 20.5 | 29.5 | 21.5 | 19.5 | 16.5 |
| START | 43.9 | 37.3 | 32.4 | 28.3 | 35.9 | 27.7 | 22.9 | 39.0 | 33.9 | 29.3 | 24.8 | 34.6 | 26.4 | 20.4 | 18.2 | 15.9 | 21.3 | 16.0 | 14.5 | 13.1 |
| NO. COMPANIES | 931 | 280 | 293 | 448 | 256 | 287 | 448 | 529 | 428 | 681 | 898 | 624 | 603 | 455 | 657 | 1013 | 419 | 320 | 445 | 846 |
| NO. EMPLOYEES | 1172 | 822 | 1354 | 2056 | 527 | 1501 | 2363 | 1522 | 2382 | 4563 | 6258 | 728 | 1161 | 1130 | 2424 | 3715 | 566 | 823 | 2938 | 5462 |

## EASTERN UNITED STATES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 55.4 | 44.3 | 37.3 | 35.3 | 43.9 | 33.5 | 26.9 | 46.5 | 41.2 | 36.0 | 30.3 | 43.1 | 30.6 | 24.1 | 21.6 | 18.4 | 24.9 | 20.0 | 17.3 | 15.1 |
| AVERAGE | 53.9 | 45.7 | 41.3 | 33.9 | 45.5 | 35.3 | 27.5 | 48.7 | 41.3 | 34.8 | 28.7 | 41.7 | 31.1 | 23.3 | 21.2 | 17.8 | 25.3 | 19.6 | 17.4 | 15.2 |
| 25TH | 42.5 | 40.5 | 37.5 | 28.5 | 37.5 | 29.5 | 22.5 | 40.5 | 36.5 | 31.5 | 25.5 | 33.5 | 25.5 | 20.5 | 18.5 | 15.5 | 21.5 | 16.5 | 15.5 | 13.5 |
| 50TH | 51.5 | 46.5 | 41.5 | 32.5 | 45.5 | 33.5 | 26.5 | 48.5 | 41.5 | 35.5 | 29.5 | 40.5 | 30.5 | 23.5 | 21.5 | 17.5 | 24.5 | 19.5 | 17.5 | 14.5 |
| 75TH | 64.5 | 53.5 | 44.5 | 39.5 | 52.5 | 38.5 | 30.5 | 56.5 | 46.5 | 38.5 | 32.5 | 48.5 | 35.5 | 26.5 | 23.5 | 20.5 | 28.5 | 22.5 | 19.5 | 16.5 |
| START | 44.2 | 38.4 | 33.1 | 29.7 | 38.7 | 29.8 | 24.0 | 39.3 | 34.9 | 29.8 | 24.9 | 34.7 | 26.3 | 20.4 | 18.4 | 16.1 | 21.6 | 16.7 | 14.9 | 13.2 |
| NO. COMPANIES | 246 | 82 | 76 | 114 | 65 | 70 | 106 | 125 | 105 | 166 | 230 | 168 | 159 | 120 | 159 | 264 | 109 | 86 | 120 | 238 |
| NO. EMPLOYEES | 283 | 429 | 389 | 401 | 128 | 261 | 450 | 426 | 707 | 1061 | 1500 | 213 | 309 | 275 | 596 | 798 | 173 | 164 | 874 | 1643 |

## EAST CENTRAL UNITED STATES

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 51.9 | 46.5 | 40.1 | 34.8 | 45.5 | 34.2 | 27.6 | 46.9 | 41.8 | 35.6 | 29.9 | 42.7 | 32.4 | 24.4 | 21.3 | 18.4 | 27.0 | 20.8 | 17.2 | 15.0 |
| AVERAGE | 52.9 | 46.6 | 40.2 | 34.1 | 45.4 | 31.8 | 26.7 | 47.2 | 41.0 | 35.4 | 28.6 | 42.7 | 31.3 | 23.9 | 21.0 | 18.5 | 26.3 | 20.2 | 17.4 | 15.1 |
| 25TH | 42.5 | 39.5 | 36.5 | 29.5 | 38.5 | 27.5 | 21.5 | 42.5 | 36.5 | 31.5 | 25.5 | 35.5 | 26.5 | 20.5 | 18.5 | 16.5 | 21.5 | 17.5 | 15.5 | 13.5 |
| 50TH | 51.5 | 47.5 | 40.5 | 33.5 | 46.5 | 31.5 | 25.5 | 47.5 | 40.5 | 35.5 | 28.5 | 41.5 | 30.5 | 23.5 | 20.5 | 18.5 | 25.5 | 19.5 | 17.5 | 14.5 |
| 75TH | 62.5 | 52.5 | 44.5 | 37.5 | 50.5 | 35.5 | 30.5 | 52.5 | 45.5 | 38.5 | 32.5 | 49.5 | 35.5 | 26.5 | 23.5 | 20.5 | 28.5 | 23.5 | 19.5 | 16.5 |
| START | 42.7 | 35.5 | 32.7 | 28.5 | 36.3 | 26.8 | 23.3 | 37.6 | 33.9 | 28.8 | 24.8 | 34.9 | 26.4 | 20.6 | 18.0 | 16.0 | 21.6 | 16.4 | 14.7 | 13.2 |
| NO. COMPANIES | 224 | 59 | 59 | 103 | 48 | 61 | 103 | 123 | 91 | 156 | 200 | 145 | 131 | 109 | 153 | 239 | 95 | 74 | 192 | 186 |
| NO. EMPLOYEES | 237 | 97 | 236 | 407 | 88 | 285 | 517 | 369 | 512 | 1078 | 1316 | 154 | 251 | 290 | 531 | 858 | 150 | 234 | 563 | 1296 |

## WEST CENTRAL UNITED STATES

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.7 | 41.6 | 40.6 | 35.7 | 42.9 | 29.7 | 24.2 | 46.2 | 39.7 | 34.0 | 28.9 | 40.4 | 33.3 | 24.7 | 22.5 | 19.1 | 25.6 | 19.0 | 16.2 | 13.7 |
| AVERAGE | 54.8 | 44.0 | 40.0 | 32.6 | 43.9 | 30.9 | 23.8 | 46.4 | 39.2 | 33.0 | 27.5 | 41.0 | 30.9 | 23.8 | 21.3 | 17.8 | 25.7 | 18.9 | 16.9 | 14.4 |
| 25TH | 43.5 | 39.5 | 37.5 | 28.5 | 36.5 | 26.5 | 20.5 | 39.5 | 34.5 | 29.5 | 24.5 | 33.5 | 25.5 | 20.5 | 18.5 | 15.5 | 20.5 | 16.5 | 15.5 | 12.5 |
| 50TH | 50.5 | 43.5 | 40.5 | 33.5 | 44.5 | 29.5 | 23.5 | 46.5 | 39.5 | 32.5 | 27.5 | 39.5 | 29.5 | 22.5 | 20.5 | 17.5 | 23.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 63.5 | 49.5 | 42.5 | 37.5 | 51.5 | 33.5 | 25.5 | 52.5 | 42.5 | 36.5 | 30.5 | 48.5 | 35.5 | 26.5 | 23.5 | 19.5 | 30.5 | 21.5 | 18.5 | 15.5 |
| START | 42.9 | 36.6 | 31.5 | 27.1 | 35.2 | 26.4 | 20.7 | 37.8 | 31.5 | 27.7 | 23.8 | 33.2 | 25.1 | 20.1 | 18.1 | 15.3 | 20.5 | 15.3 | 14.0 | 12.6 |
| NO. COMPANIES | 202 | 61 | 68 | 108 | 77 | 77 | 124 | 128 | 99 | 163 | 218 | 139 | 132 | 96 | 148 | 214 | 91 | 59 | 88 | 176 |
| NO. EMPLOYEES | 251 | 115 | 269 | 581 | 158 | 361 | 710 | 282 | 446 | 992 | 1622 | 154 | 235 | 214 | 528 | 837 | 127 | 117 | 537 | 1055 |

## SOUTHERN UNITED STATES

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 59.7 | 42.0 | 39.5 | 33.9 | 43.4 | 32.9 | 26.6 | 46.9 | 44.0 | 36.0 | 31.5 | 41.1 | 31.9 | 23.8 | 21.4 | 18.9 | 24.2 | 18.9 | 16.0 | 13.4 |
| AVERAGE | 56.0 | 45.0 | 39.9 | 34.3 | 46.0 | 32.4 | 26.2 | 49.5 | 41.8 | 35.0 | 28.7 | 41.7 | 31.7 | 23.3 | 20.5 | 17.5 | 25.8 | 18.8 | 17.0 | 14.4 |
| 25TH | 44.5 | 39.5 | 35.5 | 30.5 | 40.5 | 26.5 | 22.5 | 42.5 | 36.5 | 30.5 | 24.5 | 33.5 | 26.5 | 20.5 | 18.5 | 15.5 | 20.5 | 16.5 | 14.5 | 12.5 |
| 50TH | 53.5 | 45.5 | 39.5 | 34.5 | 46.5 | 31.5 | 24.5 | 49.5 | 41.5 | 34.5 | 29.5 | 40.5 | 31.5 | 22.5 | 20.5 | 17.5 | 25.5 | 18.5 | 16.5 | 14.5 |
| 75TH | 64.5 | 50.5 | 45.5 | 38.5 | 50.5 | 37.5 | 29.5 | 55.5 | 46.5 | 39.5 | 32.5 | 48.5 | 36.5 | 25.5 | 22.5 | 19.5 | 29.5 | 20.5 | 18.5 | 16.5 |
| START | 45.9 | 36.8 | 32.1 | 28.2 | 36.7 | 27.2 | 23.5 | 40.0 | 34.2 | 29.4 | 24.8 | 35.0 | 27.3 | 19.6 | 17.4 | 15.2 | 20.0 | 14.9 | 13.8 | 12.4 |
| NO. COMPANIES | 189 | 58 | 64 | 85 | 49 | 53 | 82 | 113 | 100 | 140 | 181 | 134 | 137 | 106 | 140 | 214 | 87 | 70 | 98 | 166 |
| NO. EMPLOYEES | 330 | 146 | 379 | 492 | 128 | 341 | 453 | 337 | 513 | 1001 | 1423 | 161 | 282 | 308 | 518 | 958 | 167 | 234 | 1024 | 1041 |

## WESTERN UNITED STATES

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.3 | 50.7 | 45.6 | 39.8 | 50.7 | 39.3 | 31.7 | 55.4 | 46.6 | 40.5 | 33.8 | 46.9 | 33.9 | 27.9 | 25.8 | 21.5 | 27.3 | 20.9 | 19.3 | 16.1 |
| AVERAGE | 54.3 | 51.1 | 42.1 | 37.3 | 49.8 | 35.0 | 28.7 | 54.8 | 44.5 | 38.2 | 31.2 | 46.8 | 33.3 | 27.2 | 24.6 | 20.5 | 28.2 | 20.0 | 19.0 | 16.7 |
| 25TH | 39.5 | 41.5 | 36.5 | 31.5 | 42.5 | 28.5 | 24.5 | 45.5 | 39.5 | 34.5 | 28.5 | 40.5 | 29.5 | 22.5 | 21.5 | 17.5 | 23.5 | 15.5 | 17.5 | 14.5 |
| 50TH | 52.5 | 51.5 | 41.5 | 36.5 | 51.5 | 36.5 | 26.5 | 52.5 | 46.5 | 37.5 | 31.5 | 42.5 | 31.5 | 27.5 | 24.5 | 19.5 | 27.5 | 20.5 | 18.5 | 16.5 |
| 75TH | 67.5 | 55.5 | 47.5 | 44.5 | 56.5 | 40.5 | 31.5 | 65.5 | 49.5 | 42.5 | 35.5 | 53.5 | 36.5 | 30.5 | 26.5 | 22.5 | 31.5 | 22.5 | 20.5 | 18.5 |
| START | 43.8 | 42.7 | 33.7 | 31.4 | 39.4 | 28.5 | 24.8 | 44.4 | 36.7 | 33.5 | 27.6 | 37.4 | 28.3 | 24.4 | 20.2 | 18.5 | 24.6 | 17.3 | 16.1 | 15.0 |
| NO. COMPANIES | 70 | 20 | 26 | 38 | 17 | 26 | 33 | 40 | 33 | 56 | 69 | 56 | 44 | 24 | 57 | 82 | 37 | 31 | 38 | 78 |
| NO. EMPLOYEES | 71 | 35 | 81 | 175 | 25 | 233 | 233 | 109 | 204 | 431 | 337 | 46 | 84 | 43 | 161 | 264 | 49 | 54 | 140 | 421 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## TOTAL U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 58.5 | 47.1 | 42.8 | 36.3 | 46.2 | 32.9 | 27.6 | 49.7 | 45.8 | 38.0 | 31.0 | 44.7 | 32.2 | 25.5 | 22.9 | 19.1 | 26.7 | 20.8 | 16.7 | 15.6 |
| AVERAGE | 52.7 | 46.4 | 42.1 | 34.8 | 45.4 | 33.0 | 26.4 | 47.6 | 42.6 | 35.7 | 28.9 | 44.5 | 32.1 | 24.4 | 21.7 | 18.6 | 27.0 | 19.9 | 17.9 | 15.5 |
| 25TH | 43.5 | 41.5 | 37.5 | 30.5 | 41.5 | 28.5 | 21.5 | 39.5 | 37.5 | 32.5 | 26.5 | 36.5 | 27.5 | 21.5 | 18.5 | 16.5 | 22.5 | 16.5 | 16.5 | 13.5 |
| 50TH | 50.5 | 45.5 | 41.5 | 35.5 | 46.5 | 32.5 | 25.5 | 47.5 | 41.5 | 36.5 | 29.5 | 43.5 | 31.5 | 24.5 | 21.5 | 18.5 | 26.5 | 19.5 | 17.5 | 15.5 |
| 75TH | 60.5 | 52.5 | 45.5 | 39.5 | 49.5 | 36.5 | 30.5 | 53.5 | 47.5 | 38.5 | 32.5 | 51.5 | 36.5 | 27.5 | 23.5 | 20.5 | 30.5 | 22.5 | 19.5 | 17.5 |
| START | 43.4 | 38.9 | 34.4 | 30.0 | 38.2 | 28.2 | 23.7 | 39.9 | 36.2 | 30.2 | 25.4 | 38.6 | 27.3 | 21.3 | 19.1 | 16.6 | 22.5 | 16.7 | 15.0 | 13.5 |
| NO. COMPANIES | 272 | 77 | 69 | 123 | 62 | 73 | 122 | 144 | 92 | 193 | 267 | 133 | 151 | 105 | 174 | 295 | 62 | 77 | 110 | 225 |
| NO. EMPLOYEES | 368 | | 199 | | 80 | | 322 | | 347 | | 1006 | | 192 | | 452 | | 102 | | 407 | |
| | | 100 | | 316 | | 165 | | 229 | | 733 | | 140 | | 224 | | 715 | | 122 | | 718 |

BANKING/INSURANCE/FINANCE — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 60.6 | 45.9 | 41.8 | 34.4 | 43.6 | 32.9 | 25.6 | 47.5 | 41.8 | 36.2 | 29.9 | 44.3 | 32.0 | 24.0 | 21.7 | 17.6 | 25.9 | 19.6 | 16.4 | 13.7 |
| AVERAGE | 60.7 | 46.0 | 40.2 | 32.9 | 44.7 | 32.4 | 25.3 | 49.7 | 41.1 | 34.7 | 28.0 | 42.9 | 31.2 | 23.4 | 20.7 | 17.1 | 25.6 | 18.9 | 16.6 | 13.9 |
| 25TH | 48.5 | 39.5 | 36.5 | 27.5 | 37.5 | 27.5 | 21.5 | 42.5 | 35.5 | 30.5 | 24.5 | 34.5 | 26.5 | 20.5 | 18.5 | 15.5 | 21.5 | 16.5 | 14.5 | 12.5 |
| 50TH | 57.5 | 47.5 | 40.5 | 32.5 | 44.5 | 30.5 | 24.5 | 48.5 | 40.5 | 34.5 | 28.5 | 41.5 | 29.5 | 22.5 | 20.5 | 17.5 | 24.5 | 18.5 | 16.5 | 13.5 |
| 75TH | 70.5 | 52.5 | 44.5 | 36.5 | 52.5 | 36.5 | 27.5 | 54.5 | 45.5 | 37.5 | 31.5 | 50.5 | 35.5 | 25.5 | 22.5 | 19.5 | 29.5 | 21.5 | 18.5 | 15.5 |
| START | 47.8 | 35.9 | 30.6 | 26.6 | 35.8 | 26.6 | 22.2 | 39.8 | 32.9 | 29.1 | 24.2 | 34.7 | 26.0 | 19.8 | 17.4 | 15.1 | 20.3 | 15.2 | 13.5 | 12.1 |
| NO. COMPANIES | 197 | 72 | 85 | 120 | 66 | 75 | 122 | 142 | 128 | 173 | 214 | 162 | 163 | 141 | 191 | 259 | 112 | 83 | 130 | 185 |
| NO. EMPLOYEES | 205 | | 309 | | 162 | | 781 | | 733 | | 1830 | | 351 | | 703 | | 163 | | 751 | |
| | | 124 | | 596 | | 467 | | 459 | | 1617 | | 206 | | 350 | | 873 | | 279 | | 1854 |

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 50.6 | 43.8 | 42.9 | 38.7 | 43.5 | 31.9 | 24.7 | 43.3 | 41.5 | 36.3 | 31.4 | 37.5 | 28.5 | 22.4 | 20.7 | 17.6 | 24.6 | 20.4 | 17.9 | 13.4 |
| AVERAGE | 48.2 | 40.5 | 41.0 | 33.6 | 45.9 | 33.2 | 26.2 | 50.1 | 40.1 | 35.2 | 28.2 | 39.1 | 28.7 | 22.5 | 20.3 | 17.2 | 24.2 | 18.7 | 17.2 | 14.2 |
| 25TH | 34.5 | 35.5 | 36.5 | 28.5 | 36.5 | 27.5 | 20.5 | 43.5 | 38.5 | 31.5 | 24.5 | 31.5 | 23.5 | 19.5 | 17.5 | 15.5 | 20.5 | 16.5 | 15.5 | 12.5 |
| 50TH | 48.5 | 40.5 | 39.5 | 33.5 | 46.5 | 33.5 | 25.5 | 50.5 | 40.5 | 35.5 | 28.5 | 38.5 | 27.5 | 21.5 | 20.5 | 17.5 | 23.5 | 18.5 | 17.5 | 13.5 |
| 75TH | 61.5 | 48.5 | 45.5 | 38.5 | 52.5 | 37.5 | 30.5 | 55.5 | 43.5 | 37.5 | 31.5 | 44.5 | 32.5 | 25.5 | 22.5 | 19.5 | 26.5 | 21.5 | 18.5 | 15.5 |
| START | 40.2 | 34.0 | 34.4 | 29.6 | 38.2 | 27.7 | 22.3 | 40.5 | 34.2 | 29.7 | 23.9 | 30.4 | 24.0 | 19.5 | 17.2 | 15.2 | 20.4 | 16.2 | 15.1 | 12.7 |
| NO. COMPANIES | 71 | 23 | 22 | 28 | 20 | 22 | 32 | 30 | 29 | 42 | 60 | 57 | 41 | 39 | 51 | 77 | 42 | 30 | 42 | 82 |
| NO. EMPLOYEES | 113 | | 77 | | 29 | | 219 | | 107 | | 841 | | 78 | | 170 | | 82 | | 415 | |
| | | 37 | | 222 | | 139 | | 176 | | 287 | | 86 | | 73 | | 219 | | 108 | | 648 |

## RETAIL/WHOLESALE SALES & DISTRIBUTION

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 53.0 | 47.7 | 43.8 | 36.7 | 48.7 | 32.7 | 26.6 | 49.3 | 43.1 | 35.9 | 29.8 | 41.4 | 30.7 | 23.4 | 21.6 | 18.5 | 24.6 | 19.0 | 16.5 | 14.0 |
| AVERAGE | 53.0 | 47.1 | 40.8 | 35.6 | 47.2 | 31.1 | 25.2 | 49.0 | 41.1 | 34.5 | 28.5 | 41.6 | 29.8 | 22.5 | 21.3 | 17.8 | 24.7 | 18.6 | 16.7 | 14.9 |
| 25TH | 39.5 | 37.5 | 36.5 | 30.5 | 40.5 | 24.5 | 22.5 | 42.5 | 36.5 | 31.5 | 25.5 | 33.5 | 23.5 | 19.5 | 19.5 | 15.5 | 20.5 | 16.5 | 14.5 | 12.5 |
| 50TH | 48.5 | 45.5 | 42.5 | 34.5 | 46.5 | 31.5 | 23.5 | 49.5 | 40.5 | 34.5 | 28.5 | 39.5 | 30.5 | 22.5 | 20.5 | 18.5 | 23.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 62.5 | 56.5 | 45.5 | 44.5 | 56.5 | 33.5 | 27.5 | 52.5 | 44.5 | 36.5 | 31.5 | 49.5 | 33.5 | 26.5 | 23.5 | 20.5 | 27.5 | 20.5 | 18.5 | 16.5 |
| START | 46.6 | 39.2 | 32.9 | 29.3 | 40.1 | 27.2 | 20.9 | 38.3 | 35.8 | 29.1 | 25.0 | 35.9 | 26.1 | 19.5 | 17.6 | 15.2 | 21.3 | 15.7 | 14.3 | 13.1 |
| NO. COMPANIES | 86 | 21 | 19 | 26 | 21 | 16 | 29 | 40 | 40 | 61 | 76 | 51 | 45 | 41 | 49 | 95 | 45 | 38 | 45 | 106 |
| NO. EMPLOYEES | 86 | 22 | 74 | 94 | 50 | 57 | 140 | 76 | 146 | 313 | 425 | 53 | 66 | 93 | 114 | 335 | 54 | 62 | 146 | 729 |

## UTILITIES/TRANSPORTATION/COMMUNICATIONS

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 62.3 | 48.9 | 42.5 | 38.2 | 52.3 | 34.7 | 27.9 | 52.0 | 44.3 | 37.1 | 32.3 | 44.7 | 37.9 | 27.3 | 24.5 | 22.3 | 32.2 | 24.4 | 19.3 | 17.6 |
| AVERAGE | 57.8 | 49.8 | 41.7 | 35.1 | 50.4 | 36.1 | 26.5 | 52.2 | 44.5 | 37.4 | 30.8 | 46.1 | 36.1 | 27.8 | 24.5 | 21.4 | 31.7 | 23.5 | 19.8 | 17.4 |
| 25TH | 46.5 | 43.5 | 40.5 | 32.5 | 45.5 | 28.5 | 23.5 | 45.5 | 40.5 | 33.5 | 28.5 | 38.5 | 31.5 | 20.5 | 20.5 | 18.5 | 22.5 | 19.5 | 16.5 | 15.5 |
| 50TH | 54.5 | 45.5 | 42.5 | 35.5 | 46.5 | 34.5 | 24.5 | 51.5 | 44.5 | 36.5 | 30.5 | 44.5 | 36.5 | 27.5 | 23.5 | 21.5 | 34.5 | 23.5 | 18.5 | 16.5 |
| 75TH | 65.5 | 53.5 | 43.5 | 38.5 | 51.5 | 41.5 | 28.5 | 57.5 | 46.5 | 41.5 | 34.5 | 52.5 | 40.5 | 32.5 | 27.5 | 24.5 | 38.5 | 26.5 | 22.5 | 20.5 |
| START | 45.2 | 43.2 | 34.2 | 28.8 | 42.0 | 31.7 | 24.1 | 40.8 | 36.6 | 31.2 | 26.2 | 37.4 | 30.2 | 25.3 | 21.4 | 17.1 | 25.5 | 19.4 | 16.8 | 14.5 |
| NO. COMPANIES | 49 | 17 | 22 | 28 | 12 | 12 | 26 | 44 | 32 | 44 | 59 | 45 | 46 | 30 | 41 | 55 | 35 | 24 | 27 | 47 |
| NO. EMPLOYEES | 78 | 20 | 83 | 230 | 15 | 118 | 207 | 124 | 225 | 275 | 468 | 51 | 140 | 68 | 160 | 442 | 38 | 36 | 156 | 145 |

## EDUCATION/GOVERNMENT/NONPROFIT

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 46.7 | 42.2 | 34.7 | 32.6 | 38.9 | 32.2 | 26.0 | 45.3 | 39.4 | 33.4 | 29.5 | 33.1 | 30.0 | 24.2 | 21.5 | 18.6 | 22.9 | 18.5 | 15.3 | 15.8 |
| AVERAGE | 52.4 | 44.7 | 38.2 | 32.6 | 43.4 | 31.6 | 26.0 | 44.5 | 37.9 | 31.9 | 27.5 | 35.3 | 29.2 | 23.3 | 20.7 | 17.9 | 23.5 | 18.3 | 16.9 | 15.0 |
| 25TH | 42.5 | 38.5 | 32.5 | 28.5 | 37.5 | 26.5 | 21.5 | 37.5 | 32.5 | 28.5 | 23.5 | 33.5 | 24.5 | 20.5 | 17.5 | 15.5 | 19.5 | 15.5 | 15.5 | 12.5 |
| 50TH | 49.5 | 43.5 | 38.5 | 32.5 | 44.5 | 29.5 | 24.5 | 45.5 | 36.5 | 31.5 | 27.5 | 38.5 | 29.5 | 22.5 | 21.5 | 17.5 | 22.5 | 18.5 | 16.5 | 14.5 |
| 75TH | 63.5 | 51.5 | 41.5 | 36.5 | 51.5 | 35.5 | 29.5 | 49.5 | 42.5 | 35.5 | 31.5 | 43.5 | 33.5 | 26.5 | 23.5 | 19.5 | 25.5 | 20.5 | 18.5 | 16.5 |
| START | 40.3 | 35.2 | 31.1 | 26.8 | 33.8 | 26.0 | 22.3 | 35.3 | 31.1 | 27.5 | 23.8 | 31.3 | 24.7 | 19.8 | 17.8 | 15.8 | 19.4 | 15.0 | 14.3 | 13.4 |
| NO. COMPANIES | 152 | 40 | 51 | 77 | 45 | 47 | 75 | 83 | 64 | 97 | 124 | 101 | 93 | 63 | 89 | 130 | 62 | 41 | 54 | 116 |
| NO. EMPLOYEES | 215 | 459 | 492 | 439 | 118 | 356 | 451 | 389 | 693 | 1051 | 1298 | 133 | 233 | 241 | 655 | 792 | 169 | 166 | 972 | 971 |

## OTHER

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 53.1 | 47.0 | 41.7 | 35.3 | 46.7 | 38.1 | 30.6 | 46.3 | 44.2 | 36.1 | 29.9 | 41.9 | 33.3 | 23.6 | 21.3 | 18.8 | 28.8 | 19.7 | 17.9 | 15.1 |
| AVERAGE | 53.1 | 45.8 | 41.1 | 35.7 | 46.1 | 34.2 | 28.7 | 49.3 | 41.0 | 35.1 | 29.1 | 41.4 | 33.1 | 23.5 | 21.7 | 18.7 | 27.4 | 20.5 | 17.9 | 15.4 |
| 25TH | 40.5 | 38.5 | 37.5 | 31.5 | 37.5 | 27.5 | 22.5 | 39.5 | 37.5 | 30.5 | 24.5 | 33.5 | 28.5 | 19.5 | 19.5 | 15.5 | 21.5 | 17.5 | 15.5 | 13.5 |
| 50TH | 50.5 | 46.5 | 40.5 | 34.5 | 45.5 | 34.5 | 26.5 | 48.5 | 40.5 | 36.5 | 28.5 | 41.5 | 32.5 | 23.5 | 21.5 | 18.5 | 26.5 | 20.5 | 17.5 | 15.5 |
| 75TH | 62.5 | 52.5 | 43.5 | 39.5 | 57.5 | 40.5 | 31.5 | 57.5 | 47.5 | 39.5 | 32.5 | 49.5 | 35.5 | 25.5 | 24.5 | 20.5 | 30.5 | 23.5 | 19.5 | 17.5 |
| START | 43.6 | 38.3 | 33.9 | 30.5 | 37.4 | 30.1 | 25.0 | 39.6 | 33.4 | 29.3 | 25.7 | 34.0 | 27.4 | 20.4 | 18.3 | 16.2 | 22.4 | 16.4 | 15.0 | 13.5 |
| NO. COMPANIES | 104 | 30 | 25 | 46 | 30 | 36 | 42 | 46 | 43 | 71 | 96 | 55 | 64 | 36 | 62 | 102 | 41 | 27 | 38 | 85 |
| NO. EMPLOYEES | 107 | 60 | 120 | 159 | 73 | 199 | 243 | 69 | 131 | 287 | 390 | 59 | 101 | 81 | 170 | 339 | 58 | 48 | 91 | 397 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | — |

*Annual salaries in thousands*

## EASTERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 50.7 | 47.0 | 41.7 | 35.0 | 43.3 | 34.8 | 27.6 | 47.7 | 42.9 | 37.5 | 30.4 | 43.5 | 32.7 | 25.3 | 21.4 | 18.5 | 26.7 | 20.5 | 18.6 | 16.2 |
| AVERAGE | 51.2 | 47.5 | 41.5 | 34.1 | 45.9 | 34.5 | 27.8 | 47.1 | 41.5 | 36.0 | 29.2 | 43.0 | 32.8 | 24.2 | 20.9 | 18.1 | 27.0 | 20.1 | 18.0 | 16.0 |
| 25TH | 42.5 | 41.5 | 37.5 | 29.5 | 41.5 | 31.5 | 22.5 | 39.5 | 36.5 | 32.5 | 25.5 | 35.5 | 28.5 | 21.5 | 18.5 | 15.5 | 23.5 | 16.5 | 16.5 | 14.5 |
| 50TH | 50.5 | 46.5 | 42.5 | 34.5 | 46.5 | 33.5 | 26.5 | 42.5 | 41.5 | 36.5 | 29.5 | 43.5 | 32.5 | 23.5 | 20.5 | 17.5 | 26.5 | 19.5 | 18.5 | 15.5 |
| 75TH | 53.5 | 50.5 | 44.5 | 39.5 | 51.5 | 37.5 | 30.5 | 54.5 | 47.5 | 39.5 | 33.5 | 50.5 | 37.5 | 27.5 | 23.5 | 19.5 | 30.5 | 23.5 | 20.5 | 17.5 |
| START | 41.3 | 39.5 | 33.5 | 30.3 | 40.1 | 29.9 | 24.5 | 39.6 | 36.2 | 30.4 | 25.8 | 39.2 | 28.0 | 21.4 | 18.4 | 16.6 | 24.6 | 18.0 | 15.1 | 13.9 |
| NO. COMPANIES | 78 | 26 | 23 | 40 | 21 | 25 | 39 | 46 | 32 | 62 | 77 | 40 | 54 | 33 | 58 | 94 | 25 | 26 | 33 | 81 |
| NO. EMPLOYEES | 87 | 36 | 55 | 90 | 28 | 42 | 99 | 82 | 92 | 203 | 292 | 41 | 63 | 70 | 134 | 202 | 27 | 37 | 83 | 234 |

BANKING/INSURANCE/FINANCE — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 59.1 | 47.3 | 40.0 | 31.7 | 44.2 | 34.0 | 25.8 | 42.8 | 44.1 | 36.7 | 29.9 | 47.4 | 29.7 | 23.3 | 21.4 | 17.2 | 23.9 | 18.0 | 15.5 | 13.5 |
| AVERAGE | 59.4 | 43.7 | 40.4 | 31.5 | 44.9 | 35.0 | 26.2 | 46.8 | 42.3 | 33.8 | 27.7 | 43.0 | 29.3 | 22.3 | 20.4 | 16.8 | 24.1 | 17.9 | 16.1 | 14.1 |
| 25TH | 43.5 | 35.5 | 34.5 | 27.5 | 37.5 | 29.5 | 21.5 | 38.5 | 36.5 | 31.5 | 24.5 | 33.5 | 25.5 | 19.5 | 18.5 | 14.5 | 19.5 | 16.5 | 14.5 | 11.5 |
| 50TH | 58.5 | 43.5 | 38.5 | 31.5 | 44.5 | 33.5 | 24.5 | 48.5 | 42.5 | 33.5 | 28.5 | 39.5 | 29.5 | 21.5 | 20.5 | 16.5 | 23.5 | 17.5 | 15.5 | 13.5 |
| 75TH | 70.5 | 54.5 | 46.5 | 34.5 | 52.5 | 42.5 | 30.5 | 55.5 | 46.5 | 35.5 | 31.5 | 48.5 | 33.5 | 25.5 | 22.5 | 18.5 | 27.5 | 18.5 | 17.5 | 15.5 |
| START | 49.9 | 36.9 | 31.2 | 26.9 | 38.2 | 29.2 | 23.8 | 36.8 | 35.1 | 28.4 | 23.8 | 35.8 | 25.7 | 19.4 | 17.7 | 15.1 | 18.9 | 15.3 | 13.6 | 12.1 |
| NO. COMPANIES | 43 | 19 | 20 | 31 | 17 | 14 | 25 | 25 | 21 | 33 | 43 | 41 | 32 | 30 | 32 | 56 | 28 | 20 | 25 | 43 |
| NO. EMPLOYEES | 44 | 29 | 58 | 153 | 47 | 66 | 130 | 73 | 119 | 309 | 363 | 58 | 57 | 59 | 118 | 155 | 35 | 56 | 205 | 400 |

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 45.6 | 34.7 | 42.9 | 43.4 | 44.0 | 32.6 | 25.7 | 40.5 | 41.2 | 37.1 | 30.4 | 38.3 | 26.8 | 24.6 | 22.0 | 18.6 | 24.2 | 21.5 | 17.8 | 13.9 |
| AVERAGE | 45.6 | 34.7 | 42.3 | 39.9 | 44.0 | 34.8 | 24.9 | 47.7 | 39.6 | 33.8 | 28.2 | 36.4 | 27.1 | 23.1 | 21.9 | 17.6 | 23.3 | 19.0 | 16.8 | 14.2 |
| 25TH | 32.5 | 26.5 | 40.5 | 30.5 | 36.5 | 26.5 | 21.5 | 39.5 | 38.5 | 29.5 | 24.5 | 30.5 | 23.5 | 20.5 | 19.5 | 15.5 | 21.5 | 15.5 | 16.5 | 12.5 |
| 50TH | 42.5 | 36.5 | 41.5 | 40.5 | 45.5 | 36.5 | 24.5 | 45.5 | 40.5 | 35.5 | 29.5 | 38.5 | 27.5 | 20.5 | 21.5 | 17.5 | 21.5 | 17.5 | 17.5 | 13.5 |
| 75TH | 59.5 | 40.5 | 46.5 | 40.5 | 50.5 | 45.5 | 27.5 | 54.5 | 42.5 | 37.5 | 31.5 | 41.5 | 30.5 | 26.5 | 24.5 | 19.5 | 23.5 | 23.5 | 18.5 | 15.5 |
| START | 36.2 | 33.4 | 37.0 | 37.9 | 40.6 | 29.3 | 22.5 | 42.6 | 36.0 | 30.5 | 23.8 | 28.6 | 23.8 | 20.9 | 19.1 | 16.1 | 22.0 | 16.6 | 15.1 | 12.7 |
| NO. COMPANIES | 22 | 7 | 6 | 4 | 3 | 7 | 5 | 8 | 11 | 15 | 20 | 24 | 13 | 14 | 16 | 22 | 13 | 9 | 17 | 29 |
| NO. EMPLOYEES | 22 | 7 | 28 | 30 | 3 | 9 | 22 | 83 | 58 | 133 | 254 | 38 | 24 | 20 | 63 | 87 | 40 | 36 | 247 | 298 |

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 48.1 | 49.5 | 41.6 | 37.4 | 44.3 | 33.6 | 25.5 | 53.8 | 40.4 | 36.6 | 28.1 | 39.7 | 30.0 | 24.0 | 22.1 | 18.4 | 25.2 | 18.6 | 17.3 | 15.0 |
| AVERAGE | 48.1 | 49.5 | 41.6 | 36.9 | 45.9 | 33.1 | 24.7 | 53.6 | 37.4 | 36.8 | 27.9 | 40.8 | 30.0 | 23.6 | 21.9 | 18.0 | 25.4 | 19.7 | 17.4 | 15.2 |
| 25TH | 36.5 | 45.5 | 38.5 | 31.5 | 35.5 | 31.5 | 22.5 | 42.5 | 38.5 | 34.5 | 25.5 | 26.5 | 23.5 | 20.5 | 19.5 | 16.5 | 21.5 | 16.5 | 14.5 | 13.5 |
| 50TH | 45.5 | 45.5 | 41.5 | 36.5 | 42.5 | 31.5 | 23.5 | 51.5 | 39.5 | 35.5 | 29.5 | 29.5 | 27.5 | 26.5 | 22.5 | 18.5 | 23.5 | 18.5 | 16.5 | 14.5 |
| 75TH | 56.5 | 54.5 | 42.5 | 44.5 | 46.5 | 36.5 | 23.5 | 55.5 | 42.5 | 38.5 | 30.5 | 53.5 | 36.5 | 27.5 | 24.5 | 20.5 | 30.5 | 19.5 | 19.5 | 16.5 |
| START | 43.4 | 45.6 | 31.9 | 30.7 | 38.9 | 29.9 | 19.7 | 36.3 | 33.8 | 31.9 | 26.3 | 34.7 | 27.2 | 19.8 | 18.6 | 15.6 | 21.9 | 16.5 | 15.3 | 13.0 |
| NO. COMPANIES | 28 | 2 | 4 | 6 | 4 | 3 | 8 | 5 | 5 | 9 | 19 | 10 | 11 | 9 | 10 | 26 | 11 | 8 | 11 | 30 |
| NO. EMPLOYEES | 28 | 2 | 4 | 26 | 7 | 7 | 31 | 6 | 14 | 22 | 109 | 11 | 11 | 13 | 19 | 68 | 12 | 13 | 37 | 212 |

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 70.8 | | 41.5 | 33.9 | 50.3 | 53.9 | 36.8 | 58.2 | 45.0 | 39.5 | 33.1 | 44.2 | 42.7 | 24.5 | 25.5 | 21.3 | 34.8 | 24.4 | 20.8 | 19.5 |
| AVERAGE | 66.4 | | 41.8 | 34.6 | 50.3 | 53.9 | 33.2 | 55.6 | 45.5 | 39.7 | 32.2 | 45.5 | 41.5 | 23.5 | 25.6 | 22.1 | 34.8 | 24.4 | 20.1 | 18.0 |
| 25TH | 54.5 | | 40.5 | 29.5 | 44.5 | 53.5 | 25.5 | 52.5 | 40.5 | 35.5 | 31.5 | 33.5 | 38.5 | 18.5 | 23.5 | 19.5 | 29.5 | 21.5 | 16.5 | 16.5 |
| 50TH | 65.5 | | 41.5 | 32.5 | 46.5 | 53.5 | 31.5 | 56.5 | 42.5 | 37.5 | 31.5 | 40.5 | 41.5 | 24.5 | 24.5 | 22.5 | 32.5 | 22.5 | 18.5 | 17.5 |
| 75TH | 70.5 | | 42.5 | 34.5 | 60.5 | 53.5 | 42.5 | 58.5 | 48.5 | 42.5 | 34.5 | 43.5 | 45.5 | 27.5 | 29.5 | 23.5 | 43.5 | 24.5 | 21.5 | 20.5 |
| START | 51.0 | | 37.4 | 31.9 | 47.5 | 52.5 | 33.1 | 45.9 | 44.9 | 35.3 | 28.5 | 37.7 | 34.5 | 19.3 | 22.5 | 19.1 | 23.4 | 19.4 | 17.2 | 14.8 |
| NO. COMPANIES | 10 | | 4 | 4 | 3 | 1 | 3 | 6 | 4 | 6 | 10 | 8 | 6 | 5 | 6 | 10 | 3 | 4 | 8 | 5 |
| NO. EMPLOYEES | 34 | | 13 | 10 | 3 | 2 | 16 | 18 | 24 | 26 | 39 | 9 | 16 | 7 | 13 | 23 | 3 | 8 | 13 | 12 |

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 56.4 | 43.6 | 33.8 | 38.5 | 35.9 | 31.5 | 25.3 | 48.5 | 39.5 | 33.4 | 31.4 | 41.3 | 28.9 | 23.7 | 21.6 | 18.3 | 23.3 | 20.4 | 18.7 | 16.6 |
| AVERAGE | 56.0 | 47.9 | 39.9 | 33.6 | 40.7 | 35.1 | 27.7 | 49.1 | 41.8 | 31.8 | 28.6 | 40.6 | 29.2 | 23.4 | 20.9 | 17.1 | 23.1 | 19.6 | 17.7 | 14.9 |
| 25TH | 45.5 | 43.5 | 32.5 | 25.5 | 28.5 | 27.5 | 22.5 | 38.5 | 33.5 | 27.5 | 23.5 | 34.5 | 22.5 | 20.5 | 17.5 | 14.5 | 18.5 | 15.5 | 15.5 | 13.5 |
| 50TH | 55.5 | 48.5 | 41.5 | 35.5 | 37.5 | 31.5 | 26.5 | 47.5 | 39.5 | 31.5 | 29.5 | 38.5 | 28.5 | 21.5 | 21.5 | 17.5 | 23.5 | 21.5 | 18.5 | 14.5 |
| 75TH | 64.5 | 56.5 | 50.5 | 41.5 | 53.5 | 45.5 | 30.5 | 53.5 | 51.5 | 34.5 | 33.5 | 44.5 | 32.5 | 26.5 | 23.5 | 19.5 | 26.5 | 22.5 | 19.5 | 16.5 |
| START | 41.2 | 37.1 | 30.7 | 25.2 | 33.1 | 27.7 | 22.0 | 37.0 | 31.6 | 27.1 | 22.9 | 31.9 | 23.2 | 19.6 | 17.4 | 15.2 | 19.5 | 17.0 | 15.1 | 13.5 |
| NO. COMPANIES | 36 | 15 | 15 | 19 | 11 | 14 | 18 | 22 | 15 | 22 | 29 | 32 | 27 | 19 | 24 | 31 | 14 | 8 | 15 | 29 |
| NO. EMPLOYEES | 39 | 341 | 220 | 73 | 31 | 137 | 134 | 149 | 364 | 292 | 347 | 42 | 110 | 84 | 304 | 207 | 38 | 16 | 57 | 410 |

OTHER — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 58.4 | 50.7 | 51.0 | 39.2 | 54.2 | 41.5 | 31.5 | 53.9 | 42.2 | 36.3 | 29.4 | 43.9 | 31.3 | 23.9 | 20.1 | 19.6 | 27.0 | 21.0 | 16.9 | 15.8 |
| AVERAGE | 58.4 | 46.3 | 47.9 | 36.0 | 52.5 | 38.9 | 32.6 | 53.2 | 40.7 | 34.4 | 28.2 | 44.4 | 32.4 | 23.5 | 21.0 | 18.5 | 26.6 | 20.9 | 16.9 | 15.4 |
| 25TH | 47.5 | 38.5 | 36.5 | 28.5 | 38.5 | 34.5 | 26.5 | 47.5 | 37.5 | 30.5 | 22.5 | 40.5 | 27.5 | 21.5 | 19.5 | 16.5 | 22.5 | 19.5 | 15.5 | 13.5 |
| 50TH | 54.5 | 46.5 | 39.5 | 34.5 | 57.5 | 37.5 | 28.5 | 52.5 | 41.5 | 36.5 | 29.5 | 45.5 | 32.5 | 23.5 | 20.5 | 18.5 | 26.5 | 21.5 | 16.5 | 15.5 |
| 75TH | 70.5 | 54.5 | 62.5 | 42.5 | 62.5 | 44.5 | 32.5 | 59.5 | 47.5 | 39.5 | 31.5 | 50.5 | 35.5 | 25.5 | 21.5 | 21.5 | 30.5 | 22.5 | 17.5 | 16.5 |
| START | 50.0 | 39.9 | 41.3 | 33.7 | 44.0 | 32.4 | 27.2 | 44.2 | 33.4 | 31.1 | 25.4 | 38.0 | 26.5 | 21.8 | 19.5 | 16.8 | 23.9 | 16.4 | 14.7 | 13.6 |
| NO. COMPANIES | 23 | 10 | 4 | 10 | 6 | 6 | 8 | 13 | 17 | 19 | 32 | 13 | 16 | 10 | 13 | 23 | 15 | 11 | 11 | 21 |
| NO. EMPLOYEES | 29 | 13 | 11 | 19 | 9 | 18 | 18 | 15 | 36 | 76 | 96 | 14 | 28 | 22 | 35 | 56 | 18 | 18 | 32 | 83 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## EAST CENTRAL U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 52.9 | 47.7 | 42.7 | 37.0 | 45.0 | 33.2 | 27.7 | 49.3 | 45.0 | 37.1 | 29.8 | 43.1 | 32.0 | 24.8 | 22.1 | 19.2 | 26.9 | 21.5 | 15.6 | 15.6 |
| AVERAGE | 52.8 | 45.6 | 41.0 | 36.0 | 44.6 | 33.4 | 27.2 | 48.7 | 42.2 | 35.8 | 28.8 | 43.4 | 31.6 | 24.4 | 21.8 | 19.5 | 27.1 | 19.8 | 17.7 | 15.3 |
| 25TH | 43.5 | 39.5 | 38.5 | 30.5 | 39.5 | 29.5 | 22.5 | 44.5 | 38.5 | 33.5 | 26.5 | 35.5 | 27.5 | 21.5 | 19.5 | 16.5 | 23.5 | 16.5 | 15.5 | 14.5 |
| 50TH | 52.5 | 44.5 | 41.5 | 36.5 | 45.5 | 32.5 | 25.5 | 48.5 | 41.5 | 36.5 | 29.5 | 41.5 | 31.5 | 23.5 | 21.5 | 18.5 | 26.5 | 19.5 | 17.5 | 15.5 |
| 75TH | 60.5 | 50.5 | 44.5 | 42.5 | 46.5 | 36.5 | 30.5 | 54.5 | 47.5 | 38.5 | 32.5 | 49.5 | 35.5 | 26.5 | 23.5 | 21.5 | 28.5 | 22.5 | 19.5 | 17.5 |
| START | 44.4 | 35.6 | 33.1 | 30.9 | 36.0 | 28.0 | 24.0 | 38.8 | 35.6 | 29.6 | 25.4 | 36.8 | 26.1 | 22.0 | 19.0 | 16.9 | 22.3 | 16.7 | 15.4 | 13.7 |
| NO. COMPANIES | 94 | 24 | 21 | 39 | 20 | 21 | 36 | 40 | 30 | 59 | 78 | 41 | 37 | 41 | 48 | 93 | 26 | 27 | 35 | 63 |
| NO. EMPLOYEES | 95 | 34 | 43 | 103 | 28 | 64 | 85 | 59 | 118 | 243 | 254 | 43 | 50 | 93 | 123 | 203 | 39 | 49 | 168 | 242 |

BANKING/INSURANCE/FINANCE — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.6 | 45.8 | 38.3 | 31.9 | 47.2 | 31.2 | 26.2 | 46.2 | 41.0 | 36.1 | 30.5 | 45.3 | 33.3 | 23.4 | 20.4 | 16.9 | 27.2 | 21.2 | 18.0 | 15.0 |
| AVERAGE | 54.6 | 46.9 | 38.4 | 31.0 | 49.1 | 31.1 | 25.3 | 50.8 | 41.3 | 37.1 | 27.8 | 44.8 | 31.3 | 23.3 | 20.1 | 16.6 | 25.2 | 19.1 | 16.2 | 13.7 |
| 25TH | 44.5 | 39.5 | 35.5 | 26.5 | 37.5 | 27.5 | 21.5 | 44.5 | 36.5 | 32.5 | 24.5 | 38.5 | 25.5 | 16.5 | 17.5 | 14.5 | 21.5 | 16.5 | 14.5 | 12.5 |
| 50TH | 51.5 | 50.5 | 38.5 | 31.5 | 46.5 | 29.5 | 25.5 | 48.5 | 41.5 | 35.5 | 27.5 | 42.5 | 31.5 | 23.5 | 19.5 | 16.5 | 25.5 | 18.5 | 16.5 | 13.5 |
| 75TH | 66.5 | 52.5 | 43.5 | 34.5 | 53.5 | 31.5 | 26.5 | 53.5 | 44.5 | 40.5 | 31.5 | 51.5 | 35.5 | 26.5 | 22.5 | 18.5 | 27.5 | 20.5 | 17.5 | 15.5 |
| START | 40.7 | 33.6 | 29.4 | 24.5 | 38.9 | 26.0 | 21.6 | 41.3 | 33.9 | 29.0 | 24.2 | 35.6 | 25.3 | 18.9 | 17.2 | 14.5 | 20.6 | 15.5 | 13.5 | 12.1 |
| NO. COMPANIES | 45 | 15 | 11 | 23 | 8 | 13 | 21 | 26 | 24 | 34 | 41 | 35 | 33 | 23 | 37 | 45 | 20 | 13 | 27 | 30 |
| NO. EMPLOYEES | 45 | 20 | 25 | 75 | 16 | 55 | 144 | 161 | 214 | 442 | 500 | 39 | 98 | 65 | 143 | 157 | 43 | 109 | 196 | 504 |

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 48.8 | 55.6 | 37.9 | 35.0 | 47.1 | 36.7 | 27.2 | 48.6 | 44.6 | 34.5 | 27.6 | 39.4 | 30.1 | 21.3 | 20.4 | 16.7 | 26.2 | 18.8 | 18.5 | 14.8 |
| AVERAGE | 48.8 | 48.8 | 40.8 | 32.7 | 44.8 | 35.0 | 26.0 | 47.1 | 43.4 | 35.9 | 27.4 | 39.8 | 30.6 | 22.3 | 20.1 | 16.6 | 24.5 | 18.2 | 17.4 | 14.5 |
| 25TH | 26.5 | 37.5 | 36.5 | 29.5 | 33.5 | 33.5 | 23.5 | 41.5 | 32.5 | 32.5 | 23.5 | 34.5 | 25.5 | 20.5 | 16.5 | 14.5 | 21.5 | 16.5 | 14.5 | 12.5 |
| 50TH | 49.5 | 48.5 | 37.5 | 32.5 | 46.5 | 33.5 | 26.5 | 48.5 | 44.5 | 35.5 | 27.5 | 37.5 | 29.5 | 21.5 | 22.5 | 16.5 | 23.5 | 18.5 | 17.5 | 14.5 |
| 75TH | 66.5 | 61.5 | 38.5 | 33.5 | 54.5 | 36.5 | 29.5 | 51.5 | 51.5 | 37.5 | 30.5 | 46.5 | 33.5 | 24.5 | 22.5 | 19.5 | 25.5 | 19.5 | 19.5 | 17.5 |
| START | 42.0 | 38.0 | 33.5 | 28.7 | 34.7 | 27.6 | 21.6 | 36.8 | 34.7 | 27.1 | 23.0 | 29.7 | 26.0 | 18.5 | 17.5 | 14.6 | 21.1 | 16.1 | 14.8 | 12.8 |
| NO. COMPANIES | 11 | 3 | 5 | 8 | 3 | 4 | 7 | 8 | 6 | 10 | 13 | 14 | 9 | 8 | 11 | 18 | 9 | 6 | 8 | 16 |
| NO. EMPLOYEES | 11 | 9 | 14 | 25 | 5 | 20 | 36 | 20 | 18 | 74 | 128 | 15 | 18 | 21 | 32 | 44 | 12 | 19 | 51 | 57 |

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 57.7 | 54.1 | 39.5 | 39.4 | 47.7 | 31.2 | 28.1 | 40.7 | 44.9 | 36.3 | 30.7 | 43.5 | 32.2 | 24.6 | 22.0 | 18.5 | 25.1 | 19.7 | 16.6 | 13.8 |
| AVERAGE | 57.7 | 53.2 | 38.0 | 38.5 | 47.8 | 28.4 | 27.0 | 43.1 | 41.1 | 33.7 | 29.3 | 43.5 | 31.6 | 22.2 | 21.0 | 18.4 | 25.5 | 20.5 | 17.5 | 14.9 |
| 25TH | 45.5 | 50.5 | 33.5 | 30.5 | 38.5 | 20.5 | 21.5 | 41.5 | 36.5 | 31.5 | 26.5 | 33.5 | 28.5 | 19.5 | 19.5 | 15.5 | 19.5 | 17.5 | 16.5 | 13.5 |
| 50TH | 47.5 | 51.5 | 37.5 | 33.5 | 49.5 | 27.5 | 23.5 | 42.5 | 40.5 | 34.5 | 28.5 | 41.5 | 30.5 | 22.5 | 20.5 | 18.5 | 23.5 | 20.5 | 17.5 | 14.5 |
| 75TH | 70.5 | 59.5 | 42.5 | 45.5 | 56.5 | 32.5 | 27.5 | 50.5 | 46.5 | 35.5 | 34.5 | 50.5 | 33.5 | 24.5 | 23.5 | 20.5 | 26.5 | 22.5 | 18.5 | 16.5 |
| START | 52.4 | 40.6 | 34.8 | 30.6 | 42.2 | 25.5 | 22.9 | 34.9 | 35.1 | 27.8 | 24.8 | 39.1 | 27.2 | 19.9 | 17.1 | 15.1 | 22.1 | 16.4 | 14.8 | 12.9 |
| NO. COMPANIES | 14 | 6 | 5 | 6 | 7 | 6 | 8 | 9 | 11 | 15 | 15 | 15 | 11 | 10 | 13 | 21 | 12 | 8 | 10 | 19 |
| NO. EMPLOYEES | 14 | 7 | 36 | 36 | 11 | 22 | 43 | 14 | 45 | 106 | 100 | 15 | 20 | 38 | 49 | 112 | 13 | 20 | 36 | 175 |

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.2 | 54.8 | 47.7 | 39.2 | | 33.9 | 24.5 | 49.5 | 40.0 | 34.0 | 33.2 | 49.1 | 35.9 | 27.5 | 23.0 | 18.7 | 34.8 | 28.4 | 20.2 | 16.2 |
| AVERAGE | 54.2 | 54.8 | 45.3 | 35.8 | | 31.3 | 24.9 | 48.6 | 41.6 | 35.5 | 31.1 | 49.1 | 36.4 | 26.0 | 23.4 | 20.9 | 34.8 | 27.9 | 20.6 | 16.4 |
| 25TH | 43.5 | 44.5 | 42.5 | 30.5 | | 28.5 | 20.5 | 45.5 | 36.5 | 32.5 | 26.5 | 42.5 | 31.5 | 20.5 | 18.5 | 15.5 | 26.5 | 24.5 | 16.5 | 14.5 |
| 50TH | 45.5 | 44.5 | 43.5 | 35.5 | | 28.5 | 23.5 | 49.5 | 38.5 | 33.5 | 29.5 | 50.5 | 35.5 | 28.5 | 22.5 | 20.5 | 36.5 | 28.5 | 21.5 | 15.5 |
| 75TH | 61.5 | 64.5 | 49.5 | 41.5 | | 34.5 | 28.5 | 51.5 | 44.5 | 38.5 | 33.5 | 51.5 | 40.5 | 30.5 | 28.5 | 24.5 | 41.5 | 31.5 | 23.5 | 18.5 |
| START | 37.1 | 0.0 | 34.7 | 30.0 | | 26.5 | 23.1 | 38.6 | 35.0 | 29.6 | 26.4 | 40.9 | 29.4 | 22.8 | 20.9 | 17.3 | 27.9 | 21.6 | 17.8 | 14.8 |
| NO. COMPANIES | 8 | 2 | 3 | 3 | | 2 | 7 | 10 | 4 | 9 | 12 | 8 | 11 | 9 | 10 | 12 | 7 | 7 | 7 | 11 |
| NO. EMPLOYEES | 8 | 2 | 10 | 33 | | 11 | 31 | 37 | 53 | 60 | 94 | 8 | 24 | 32 | 38 | 108 | 7 | 10 | 33 | 41 |

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 44.7 | 38.8 | 37.8 | 32.3 | 42.2 | 30.7 | 27.7 | 45.0 | 35.9 | 31.1 | 28.5 | 36.1 | 28.4 | 23.7 | 20.9 | 18.7 | 21.7 | 17.4 | 16.7 | 16.2 |
| AVERAGE | 50.2 | 39.2 | 38.5 | 32.9 | 43.9 | 31.1 | 27.1 | 41.0 | 36.1 | 31.9 | 28.4 | 35.6 | 29.0 | 24.4 | 20.1 | 18.6 | 22.4 | 17.7 | 17.8 | 15.5 |
| 25TH | 42.5 | 35.5 | 33.5 | 27.5 | 32.5 | 27.5 | 22.5 | 32.5 | 31.5 | 26.5 | 26.5 | 30.5 | 21.5 | 20.5 | 18.5 | 16.5 | 18.5 | 14.5 | 16.5 | 13.5 |
| 50TH | 49.5 | 39.5 | 39.5 | 33.5 | 41.5 | 29.5 | 25.5 | 44.5 | 36.5 | 31.5 | 28.5 | 36.5 | 27.5 | 23.5 | 20.5 | 18.5 | 21.5 | 17.5 | 17.5 | 15.5 |
| 75TH | 60.5 | 41.5 | 46.5 | 35.5 | 58.5 | 32.5 | 31.5 | 47.5 | 39.5 | 34.5 | 33.5 | 40.5 | 33.5 | 26.5 | 22.5 | 20.5 | 24.5 | 20.5 | 18.5 | 17.5 |
| START | 38.9 | 32.1 | 33.3 | 27.9 | 33.8 | 26.9 | 24.2 | 33.0 | 30.9 | 27.8 | 24.8 | 30.9 | 26.2 | 20.1 | 17.5 | 16.4 | 19.2 | 14.4 | 15.0 | 13.4 |
| NO. COMPANIES | 31 | 6 | 10 | 16 | 7 | 10 | 16 | 20 | 12 | 16 | 25 | 18 | 20 | 14 | 21 | 30 | 14 | 7 | 8 | 28 |
| NO. EMPLOYEES | 42 | 21 | 80 | 102 | 16 | 57 | 105 | 59 | 48 | 122 | 185 | 20 | 29 | 43 | 113 | 166 | 24 | 11 | 67 | 151 |

OTHER — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 52.5 | 43.5 | 43.5 | 32.5 | 46.1 | 42.4 | 31.1 | 47.6 | 42.6 | 36.5 | 28.4 | 43.0 | 33.6 | 25.7 | 21.0 | 18.5 | 35.8 | 17.6 | 15.9 | 14.4 |
| AVERAGE | 52.5 | 46.7 | 43.9 | 33.8 | 39.8 | 30.8 | 29.4 | 46.6 | 40.4 | 34.7 | 27.9 | 43.0 | 31.1 | 25.0 | 21.0 | 18.6 | 29.8 | 19.9 | 16.8 | 15.5 |
| 25TH | 39.5 | 34.5 | 41.5 | 31.5 | 21.5 | 24.5 | 20.5 | 42.5 | 33.5 | 31.5 | 23.5 | 33.5 | 24.5 | 22.5 | 19.5 | 17.5 | 23.5 | 17.5 | 14.5 | 13.5 |
| 50TH | 46.5 | 36.5 | 42.5 | 32.5 | 48.5 | 27.5 | 22.5 | 45.5 | 37.5 | 35.5 | 27.5 | 42.5 | 30.5 | 23.5 | 21.5 | 18.5 | 28.5 | 17.5 | 16.5 | 14.5 |
| 75TH | 63.5 | 70.5 | 43.5 | 35.5 | 50.5 | 35.5 | 28.5 | 53.5 | 37.5 | 38.5 | 31.5 | 55.5 | 34.5 | 27.5 | 22.5 | 20.5 | 36.5 | 23.5 | 18.5 | 17.5 |
| START | 41.5 | 42.5 | 35.2 | 28.4 | 30.0 | 25.8 | 24.6 | 36.4 | 30.7 | 27.9 | 24.3 | 32.8 | 27.0 | 22.8 | 17.3 | 15.9 | 24.3 | 15.9 | 14.7 | 13.3 |
| NO. COMPANIES | 21 | 3 | 4 | 8 | 3 | 5 | 8 | 10 | 4 | 14 | 16 | 14 | 10 | 4 | 13 | 20 | 7 | 6 | 7 | 19 |
| NO. EMPLOYEES | 22 | 4 | 28 | 33 | 12 | 56 | 73 | 18 | 16 | 31 | 55 | 14 | 12 | 8 | 33 | 68 | 12 | 16 | 12 | 126 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## WEST CENTRAL U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 51.2 | 44.0 | 44.6 | 36.0 | 41.2 | 29.5 | 23.2 | 44.7 | 44.1 | 35.3 | 28.3 | 43.2 | 28.1 | 27.6 | 23.1 | 18.3 | 26.2 | 19.1 | 16.8 | 15.1 |
| AVERAGE | 51.3 | 44.1 | 40.1 | 33.0 | 41.7 | 30.0 | 22.5 | 44.2 | 40.7 | 33.5 | 27.9 | 43.2 | 28.6 | 25.2 | 22.4 | 18.1 | 25.9 | 19.0 | 17.5 | 14.6 |
| 25TH | 42.5 | 39.5 | 37.5 | 30.5 | 33.5 | 26.5 | 19.5 | 38.5 | 36.5 | 30.5 | 25.5 | 36.5 | 23.5 | 20.5 | 20.5 | 15.5 | 21.5 | 15.5 | 15.5 | 12.5 |
| 50TH | 48.5 | 43.5 | 40.5 | 34.5 | 43.5 | 29.5 | 22.5 | 44.5 | 40.5 | 32.5 | 28.5 | 39.5 | 28.5 | 26.5 | 22.5 | 17.5 | 23.5 | 19.5 | 17.5 | 14.5 |
| 75TH | 58.5 | 52.5 | 44.5 | 37.5 | 47.5 | 31.5 | 25.5 | 48.5 | 42.5 | 35.5 | 30.5 | 49.5 | 33.5 | 28.5 | 23.5 | 19.5 | 31.5 | 22.5 | 18.5 | 15.5 |
| START | 40.9 | 38.5 | 33.4 | 27.2 | 34.6 | 26.7 | 20.5 | 38.0 | 32.5 | 28.9 | 24.8 | 34.7 | 23.8 | 21.1 | 20.3 | 16.0 | 22.6 | 16.6 | 15.1 | 12.6 |
| NO. COMPANIES | 53 | 11 | 10 | 23 | 13 | 19 | 28 | 28 | 10 | 37 | 55 | 24 | 25 | 12 | 33 | 49 | 18 | 11 | 21 | 38 |
| NO. EMPLOYEES | 54 | 12 | 46 | 54 | 15 | 34 | 60 | 34 | 34 | 96 | 127 | 24 | 29 | 30 | 81 | 105 | 19 | 18 | 69 | 130 |

BANKING/INSURANCE/FINANCE — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 63.8 | 42.6 | 40.5 | 33.9 | 41.1 | 29.9 | 24.5 | 48.0 | 40.1 | 34.9 | 28.8 | 41.8 | 32.9 | 25.3 | 23.2 | 18.6 | 25.6 | 19.2 | 15.6 | 13.4 |
| AVERAGE | 63.8 | 45.7 | 40.3 | 33.6 | 43.1 | 31.0 | 24.2 | 49.0 | 39.8 | 32.9 | 27.3 | 41.9 | 32.0 | 24.3 | 20.6 | 17.5 | 26.3 | 19.4 | 16.7 | 13.2 |
| 25TH | 48.5 | 39.5 | 37.5 | 29.5 | 34.5 | 27.5 | 21.5 | 41.5 | 33.5 | 29.5 | 24.5 | 35.5 | 25.5 | 20.5 | 18.5 | 15.5 | 20.5 | 16.5 | 15.5 | 12.5 |
| 50TH | 58.5 | 45.5 | 41.5 | 33.5 | 43.5 | 28.5 | 23.5 | 48.5 | 39.5 | 33.5 | 27.5 | 40.5 | 30.5 | 21.5 | 20.5 | 17.5 | 22.5 | 19.5 | 16.5 | 13.5 |
| 75TH | 70.5 | 49.5 | 42.5 | 38.5 | 48.5 | 34.5 | 26.5 | 53.5 | 45.5 | 36.5 | 30.5 | 49.5 | 37.5 | 26.5 | 22.5 | 19.5 | 30.5 | 22.5 | 18.5 | 14.5 |
| START | 48.0 | 36.9 | 30.6 | 27.0 | 34.2 | 25.7 | 20.7 | 39.9 | 30.5 | 27.5 | 23.4 | 33.7 | 25.8 | 20.3 | 17.2 | 14.8 | 20.0 | 14.9 | 13.0 | 11.5 |
| NO. COMPANIES | 51 | 19 | 28 | 33 | 25 | 27 | 40 | 40 | 35 | 50 | 60 | 49 | 46 | 42 | 53 | 65 | 23 | 19 | 29 | 45 |
| NO. EMPLOYEES | 51 | 43 | 89 | 110 | 59 | 162 | 304 | 104 | 151 | 374 | 506 | 52 | 79 | 84 | 205 | 260 | 30 | 39 | 125 | 250 |

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 55.4 | 41.2 | 47.4 | 39.4 | 46.6 | 29.1 | 23.0 | 43.2 | 33.6 | 37.7 | 30.8 | 36.9 | 30.9 | 22.3 | 20.6 | 16.6 | 24.0 | 20.0 | 17.0 | 11.9 |
| AVERAGE | 56.4 | 41.2 | 45.4 | 32.6 | 47.0 | 31.0 | 24.2 | 52.5 | 39.7 | 36.7 | 28.8 | 40.5 | 29.9 | 21.7 | 19.8 | 16.8 | 23.0 | 19.5 | 17.0 | 13.3 |
| 25TH | 47.5 | 35.5 | 41.5 | 26.5 | 39.5 | 27.5 | 18.5 | 50.5 | 34.5 | 32.5 | 26.5 | 31.5 | 22.5 | 18.5 | 18.5 | 16.5 | 17.5 | 17.5 | 15.5 | 12.5 |
| 50TH | 51.5 | 40.5 | 45.5 | 34.5 | 48.5 | 27.5 | 22.5 | 54.5 | 39.5 | 34.5 | 28.5 | 38.5 | 25.5 | 20.5 | 19.5 | 17.5 | 22.5 | 19.5 | 17.5 | 13.5 |
| 75TH | 65.5 | 42.5 | 49.5 | 38.5 | 54.5 | 38.5 | 26.5 | 57.5 | 42.5 | 39.5 | 31.5 | 47.5 | 40.5 | 22.5 | 21.5 | 19.5 | 25.5 | 20.5 | 18.5 | 14.5 |
| START | 54.4 | 34.5 | 35.5 | 27.9 | 37.8 | 25.7 | 21.5 | 40.0 | 32.5 | 29.1 | 24.4 | 35.0 | 24.9 | 17.9 | 15.4 | 15.0 | 19.9 | 17.0 | 14.5 | 12.3 |
| NO. COMPANIES | 18 | 4 | 5 | 9 | 9 | 6 | 11 | 9 | 8 | 6 | 14 | 10 | 11 | 8 | 11 | 19 | 8 | 3 | 8 | 13 |
| NO. EMPLOYEES | 57 | 4 | 25 | 145 | 11 | 23 | 71 | 29 | 19 | 33 | 169 | 19 | 21 | 17 | 49 | 43 | 13 | 5 | 42 | 164 |

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.7 | 42.0 | 40.9 | 22.9 | 53.6 | 34.9 | 25.0 | 47.3 | 41.0 | 34.8 | 28.8 | 40.1 | 32.9 | 22.3 | 18.9 | 18.0 | 24.0 | 17.7 | 13.7 | 12.7 |
| AVERAGE | 54.7 | 42.0 | 39.7 | 26.4 | 47.8 | 39.9 | 21.6 | 50.3 | 41.0 | 33.3 | 26.8 | 40.1 | 31.9 | 22.7 | 19.5 | 17.2 | 24.3 | 18.4 | 15.1 | 13.9 |
| 25TH | 43.5 | 36.5 | 36.5 | 15.5 | 35.5 | 29.5 | 15.5 | 40.5 | 35.5 | 30.5 | 23.5 | 28.5 | 28.5 | 20.5 | 18.5 | 13.5 | 17.5 | 16.5 | 12.5 | 12.5 |
| 50TH | 49.5 | 37.5 | 37.5 | 25.5 | 52.5 | 29.5 | 21.5 | 49.5 | 41.5 | 33.5 | 26.5 | 36.5 | 33.5 | 22.5 | 19.5 | 17.5 | 25.5 | 19.5 | 14.5 | 13.5 |
| 75TH | 62.5 | 42.5 | 45.5 | 28.5 | 58.5 | 49.5 | 26.5 | 59.5 | 43.5 | 36.5 | 30.5 | 49.5 | 35.5 | 25.5 | 20.5 | 20.5 | 28.5 | 19.5 | 17.5 | 15.5 |
| START | 42.6 | 37.6 | 33.5 | 28.2 | 39.1 | 31.7 | 18.8 | 39.1 | 37.1 | 28.4 | 23.2 | 33.8 | 26.4 | 19.6 | 16.1 | 14.6 | 19.7 | 15.2 | 12.9 | 13.0 |
| NO. COMPANIES | 13 | 6 | 3 | 4 | 5 | 2 | 6 | 11 | 9 | 16 | 19 | 11 | 8 | 10 | 10 | 23 | 11 | 10 | 9 | 25 |
| NO. EMPLOYEES | 13 | 6 | 6 | 6 | 18 | 8 | 34 | 16 | 41 | 63 | 85 | 11 | 11 | 22 | 18 | 72 | 14 | 13 | 28 | 215 |

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 57.5 | 50.3 | 40.8 | 37.9 | 52.4 | 29.5 | 25.3 | 50.4 | 42.9 | 36.6 | 31.9 | 48.6 | 39.9 | 26.6 | 23.1 | 23.2 | 31.5 | 19.6 | 18.6 | 18.9 |
| AVERAGE | 58.2 | 52.0 | 41.3 | 34.9 | 52.7 | 32.2 | 24.8 | 50.4 | 42.3 | 34.3 | 28.9 | 48.6 | 33.4 | 28.1 | 24.4 | 19.9 | 29.6 | 19.6 | 18.3 | 17.4 |
| 25TH | 43.5 | 43.5 | 39.5 | 32.5 | 51.5 | 25.5 | 23.5 | 44.5 | 37.5 | 28.5 | 25.5 | 43.5 | 28.5 | 21.5 | 19.5 | 18.5 | 22.5 | 12.5 | 16.5 | 15.5 |
| 50TH | 51.5 | 49.5 | 41.5 | 34.5 | 51.5 | 29.5 | 24.5 | 49.5 | 41.5 | 34.5 | 28.5 | 47.5 | 31.5 | 26.5 | 23.5 | 18.5 | 30.5 | 19.5 | 17.5 | 16.5 |
| 75TH | 65.5 | 49.5 | 42.5 | 37.5 | 53.5 | 32.5 | 26.5 | 52.5 | 46.5 | 34.5 | 32.5 | 55.5 | 37.5 | 35.5 | 29.5 | 23.5 | 38.5 | 21.5 | 20.5 | 20.5 |
| START | 42.0 | 42.6 | 31.4 | 28.3 | 40.5 | 27.6 | 21.7 | 39.1 | 34.1 | 28.3 | 24.8 | 36.4 | 26.9 | 25.0 | 22.1 | 17.4 | 24.3 | 16.0 | 15.0 | 14.3 |
| NO. COMPANIES | 11 | 4 | 6 | 10 | 2 | 4 | 7 | 13 | 11 | 13 | 17 | 11 | 11 | 6 | 10 | 10 | 11 | 4 | 3 | 11 |
| NO. EMPLOYEES | 16 | 5 | 24 | 135 | 3 | 70 | 104 | 45 | 89 | 111 | 259 | 11 | 50 | 13 | 55 | 124 | 14 | 6 | 18 | 38 |

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 49.2 | 38.9 | 35.3 | 30.8 | 39.6 | 28.2 | 22.6 | 38.3 | 34.1 | 30.3 | 26.1 | 35.7 | 29.7 | 23.5 | 20.8 | 18.5 | 21.7 | 18.5 | 15.9 | 14.6 |
| AVERAGE | 49.4 | 42.2 | 35.5 | 30.7 | 42.4 | 29.9 | 23.9 | 39.2 | 35.0 | 30.9 | 26.2 | 35.9 | 28.1 | 21.2 | 20.3 | 17.7 | 22.1 | 17.8 | 16.0 | 15.6 |
| 25TH | 41.5 | 34.5 | 32.5 | 28.5 | 39.5 | 28.5 | 21.5 | 35.5 | 31.5 | 26.5 | 23.5 | 29.5 | 25.5 | 19.5 | 17.5 | 15.5 | 17.5 | 15.5 | 14.5 | 13.5 |
| 50TH | 46.5 | 38.5 | 35.5 | 31.5 | 43.5 | 29.5 | 23.5 | 38.5 | 34.5 | 30.5 | 25.5 | 35.5 | 27.5 | 20.5 | 20.5 | 17.5 | 21.5 | 18.5 | 15.5 | 15.5 |
| 75TH | 58.5 | 43.5 | 40.5 | 36.5 | 47.5 | 34.5 | 24.5 | 41.5 | 40.5 | 33.5 | 27.5 | 43.5 | 30.5 | 24.5 | 23.5 | 18.5 | 25.5 | 20.5 | 16.5 | 17.5 |
| START | 37.8 | 34.4 | 29.3 | 25.9 | 33.9 | 24.0 | 20.4 | 32.7 | 29.0 | 26.6 | 22.8 | 29.0 | 23.6 | 19.2 | 17.2 | 15.2 | 17.6 | 13.9 | 13.6 | 13.5 |
| NO. COMPANIES | 38 | 10 | 11 | 21 | 14 | 10 | 20 | 18 | 19 | 29 | 36 | 23 | 20 | 11 | 20 | 32 | 14 | 11 | 12 | 29 |
| NO. EMPLOYEES | 42 | 36 | 69 | 117 | 40 | 44 | 107 | 35 | 93 | 255 | 364 | 26 | 31 | 36 | 92 | 161 | 28 | 34 | 239 | 206 |

OTHER — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 48.0 | 39.8 | 41.5 | 34.1 | 43.1 | 30.4 | 25.9 | 39.8 | 38.7 | 34.0 | 29.2 | 36.6 | 34.3 | 23.2 | 25.0 | 19.1 | 32.6 | 24.6 | 20.0 | 14.4 |
| AVERAGE | 48.0 | 40.8 | 41.5 | 32.9 | 44.4 | 30.7 | 26.0 | 39.2 | 37.4 | 32.6 | 27.5 | 36.6 | 34.0 | 22.6 | 23.1 | 18.5 | 30.6 | 24.6 | 18.8 | 14.9 |
| 25TH | 37.5 | 35.5 | 40.5 | 29.5 | 36.5 | 25.5 | 20.5 | 36.5 | 33.5 | 27.5 | 24.5 | 33.5 | 28.5 | 19.5 | 20.5 | 15.5 | 19.5 | 24.5 | 16.5 | 13.5 |
| 50TH | 46.5 | 37.5 | 40.5 | 31.5 | 41.5 | 26.5 | 22.5 | 39.5 | 38.5 | 32.5 | 27.5 | 38.5 | 30.5 | 20.5 | 22.5 | 17.5 | 27.5 | 24.5 | 17.5 | 15.5 |
| 75TH | 53.5 | 47.5 | 41.5 | 34.5 | 56.5 | 34.5 | 25.5 | 45.5 | 42.5 | 36.5 | 29.5 | 40.5 | 36.5 | 26.5 | 26.5 | 21.5 | 38.5 | 24.5 | 20.5 | 16.5 |
| START | 41.5 | 33.2 | 31.7 | 28.1 | 34.5 | 30.6 | 22.3 | 30.6 | 28.6 | 24.7 | 23.4 | 30.6 | 25.0 | 17.9 | 18.1 | 14.8 | 19.1 | 0.0 | 15.1 | 12.9 |
| NO. COMPANIES | 18 | 7 | 5 | 8 | 9 | 9 | 12 | 9 | 7 | 12 | 17 | 11 | 11 | 7 | 11 | 16 | 6 | 1 | 6 | 15 |
| NO. EMPLOYEES | 18 | 9 | 10 | 14 | 12 | 20 | 30 | 19 | 19 | 60 | 112 | 11 | 15 | 12 | 28 | 72 | 9 | 2 | 16 | 52 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## SOUTHERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 71.7 | 47.8 | 42.5 | 37.0 | 51.6 | 33.9 | 31.4 | 55.0 | 43.8 | 40.8 | 33.3 | 50.5 | 34.1 | 25.8 | 25.0 | 20.2 | 25.3 | 21.1 | 16.2 | 15.2 |
| AVERAGE | 57.4 | 46.8 | 46.0 | 35.1 | 52.9 | 34.2 | 29.0 | 51.9 | 46.2 | 36.9 | 29.3 | 50.4 | 34.3 | 24.7 | 21.6 | 18.7 | 27.1 | 20.2 | 18.2 | 15.5 |
| 25TH | 46.5 | 41.5 | 39.5 | 31.5 | 44.5 | 22.5 | 21.5 | 45.5 | 33.5 | 33.5 | 27.5 | 39.5 | 28.5 | 22.5 | 17.5 | 16.5 | 18.5 | 16.5 | 16.5 | 13.5 |
| 50TH | 54.5 | 45.5 | 41.5 | 34.5 | 48.5 | 32.5 | 25.5 | 49.5 | 46.5 | 36.5 | 29.5 | 45.5 | 34.5 | 24.5 | 20.5 | 18.5 | 25.5 | 20.5 | 18.5 | 16.5 |
| 75TH | 70.5 | 56.5 | 49.5 | 37.5 | 60.5 | 38.5 | 33.5 | 55.5 | 51.5 | 41.5 | 32.5 | 60.5 | 38.5 | 27.5 | 23.5 | 20.5 | 32.5 | 23.5 | 19.5 | 18.5 |
| START | 49.0 | 41.9 | 38.9 | 31.4 | 46.5 | 28.8 | 28.3 | 44.6 | 39.0 | 32.7 | 26.2 | 46.9 | 30.3 | 20.3 | 18.7 | 17.0 | 17.5 | 14.8 | 14.1 | 13.0 |
| NO. COMPANIES | 39 | 11 | 14 | 19 | 7 | 11 | 16 | 25 | 18 | 31 | 50 | 24 | 33 | 17 | 30 | 50 | 11 | 13 | 20 | 36 |
| NO. EMPLOYEES | 124 | 15 | 54 | 67 | 8 | 21 | 73 | 39 | 94 | 171 | 317 | 28 | 49 | 39 | 104 | 191 | 15 | 18 | 82 | 95 |

BANKING/INSURANCE/FINANCE — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 63.6 | 46.7 | 43.4 | 35.4 | 43.0 | 33.5 | 25.0 | 50.5 | 41.4 | 35.1 | 29.3 | 40.8 | 30.3 | 23.2 | 20.1 | 16.6 | 25.1 | 18.3 | 15.6 | 12.5 |
| AVERAGE | 64.4 | 46.0 | 38.6 | 33.3 | 40.6 | 31.7 | 25.4 | 49.7 | 40.6 | 34.1 | 27.4 | 40.8 | 31.2 | 22.7 | 20.0 | 16.4 | 25.6 | 18.6 | 16.6 | 13.4 |
| 25TH | 52.5 | 39.5 | 36.5 | 29.5 | 35.5 | 28.5 | 22.5 | 42.5 | 35.5 | 29.5 | 23.5 | 32.5 | 26.5 | 20.5 | 18.5 | 14.5 | 22.5 | 16.5 | 14.5 | 11.5 |
| 50TH | 58.5 | 47.5 | 39.5 | 35.5 | 40.5 | 30.5 | 24.5 | 48.5 | 40.5 | 34.5 | 28.5 | 40.5 | 29.5 | 22.5 | 20.5 | 16.5 | 26.5 | 17.5 | 16.5 | 12.5 |
| 75TH | 70.5 | 51.5 | 43.5 | 37.5 | 47.5 | 36.5 | 26.5 | 54.5 | 44.5 | 38.5 | 31.5 | 49.5 | 34.5 | 25.5 | 21.5 | 18.5 | 29.5 | 20.5 | 18.5 | 14.5 |
| START | 53.1 | 32.1 | 28.9 | 26.6 | 32.4 | 25.7 | 23.2 | 39.9 | 33.0 | 28.5 | 23.4 | 34.1 | 26.6 | 19.1 | 16.7 | 14.6 | 20.1 | 14.3 | 13.5 | 11.7 |
| NO. COMPANIES | 45 | 14 | 17 | 22 | 10 | 13 | 24 | 38 | 35 | 37 | 49 | 43 | 37 | 40 | 45 | 61 | 29 | 24 | 37 | 44 |
| NO. EMPLOYEES | 52 | 18 | 109 | 181 | 31 | 88 | 135 | 103 | 184 | 355 | 355 | 43 | 84 | 128 | 169 | 225 | 41 | 64 | 181 | 592 |

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 46.0 | 42.4 | 39.1 | 31.4 | 35.1 | 31.4 | 24.8 | 41.5 | | 36.6 | 34.7 | 31.5 | 25.5 | 20.1 | 17.6 | 15.2 | 24.8 | 20.3 | 18.2 | 13.9 |
| AVERAGE | 44.7 | 41.6 | 36.4 | 31.7 | 42.3 | 32.3 | 28.5 | 65.0 | | 35.4 | 27.4 | 34.7 | 27.1 | 21.3 | 18.2 | 16.5 | 25.5 | 17.5 | 16.6 | 13.9 |
| 25TH | 34.5 | 34.5 | 28.5 | 27.5 | 30.5 | 30.5 | 26.5 | 40.5 | | 31.5 | 22.5 | 26.5 | 22.5 | 20.5 | 16.5 | 13.5 | 19.5 | 16.5 | 13.5 | 12.5 |
| 50TH | 44.5 | 39.5 | 29.5 | 33.5 | 46.5 | 31.5 | 26.5 | 40.5 | | 34.5 | 26.5 | 30.5 | 25.5 | 21.5 | 17.5 | 15.5 | 21.5 | 16.5 | 17.5 | 13.5 |
| 75TH | 51.5 | 48.5 | 39.5 | 35.5 | 50.5 | 37.5 | 30.5 | 70.5 | | 42.5 | 32.5 | 41.5 | 29.5 | 21.5 | 20.5 | 18.5 | 29.5 | 19.5 | 18.5 | 14.5 |
| START | 36.3 | 34.1 | 30.4 | 27.1 | 35.0 | 27.7 | 20.0 | 45.0 | | 30.3 | 23.8 | 27.9 | 21.0 | 16.2 | 15.9 | 14.2 | 17.8 | 14.3 | 13.5 | 12.3 |
| NO. COMPANIES | 12 | 6 | 4 | 5 | 3 | 5 | 6 | 2 | | 6 | 9 | 7 | 6 | 5 | 11 | 15 | 10 | 7 | 7 | 15 |
| NO. EMPLOYEES | 15 | 11 | 6 | 17 | 8 | 37 | 81 | 33 | | 7 | 259 | 12 | 12 | 11 | 24 | 34 | 15 | 41 | 73 | 67 |

RETAIL/WHOLESALE SALES & DISTRIBUTION

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 57.9 | 45.2 | 43.8 | 34.8 | 47.5 | 38.7 | 28.2 | 49.1 | 43.3 | 32.5 | 30.3 | 40.4 | 27.2 | 21.9 | 20.9 | 18.3 | 20.6 | 15.4 | 14.5 | 13.4 |
| AVERAGE | 57.9 | 45.2 | 40.7 | 36.1 | 51.0 | 38.7 | 27.9 | 48.2 | 41.1 | 31.8 | 27.8 | 39.9 | 25.9 | 21.9 | 21.1 | 16.6 | 20.8 | 15.4 | 14.3 | 13.5 |
| 25TH | 41.5 | 36.5 | 27.5 | 31.5 | 45.5 | 38.5 | 22.5 | 42.5 | 37.5 | 28.5 | 23.5 | 33.5 | 18.5 | 18.5 | 18.5 | 14.5 | 19.5 | 13.5 | 12.5 | 12.5 |
| 50TH | 48.5 | 43.5 | 42.5 | 34.5 | 51.5 | 38.5 | 28.5 | 48.5 | 41.5 | 33.5 | 29.5 | 43.5 | 23.5 | 22.5 | 21.5 | 17.5 | 20.5 | 14.5 | 14.5 | 13.5 |
| 75TH | 70.5 | 56.5 | 45.5 | 39.5 | 56.5 | 38.5 | 30.5 | 51.5 | 44.5 | 35.5 | 31.5 | 46.5 | 31.5 | 25.5 | 23.5 | 19.5 | 23.5 | 16.5 | 15.5 | 14.5 |
| START | 50.3 | 35.8 | 28.7 | 28.7 | 48.0 | 0.0 | 22.2 | 38.5 | 35.4 | 25.6 | 24.5 | 35.0 | 21.2 | 18.0 | 18.0 | 14.2 | 19.5 | 11.8 | 12.2 | 12.0 |
| NO. COMPANIES | 20 | 5 | 4 | 4 | 3 | 1 | 4 | 12 | 13 | 14 | 15 | 11 | 11 | 9 | 11 | 19 | 6 | 4 | 7 | 18 |
| NO. EMPLOYEES | 20 | 5 | 9 | 9 | 9 | 8 | 14 | 28 | 38 | 65 | 85 | 12 | 17 | 17 | 18 | 60 | 7 | 4 | 18 | 62 |

UTILITIES/TRANSPORTATION/COMMUNICATIONS

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 55.4 | 42.1 | 43.1 | 36.7 | 46.6 | 31.3 | 24.0 | 49.2 | 49.8 | 38.6 | 31.7 | 40.6 | 34.9 | 26.9 | 23.2 | 23.7 | 31.8 | 24.3 | 18.9 | 17.1 |
| AVERAGE | 55.4 | 41.5 | 39.6 | 33.4 | 46.6 | 33.1 | 24.6 | 53.1 | 46.2 | 38.8 | 31.1 | 43.0 | 35.2 | 29.1 | 22.4 | 21.4 | 31.8 | 22.0 | 19.6 | 17.1 |
| 25TH | 47.5 | 39.5 | 34.5 | 26.5 | 44.5 | 25.5 | 22.5 | 45.5 | 41.5 | 33.5 | 28.5 | 33.5 | 28.5 | 20.5 | 20.5 | 18.5 | 21.5 | 17.5 | 19.5 | 14.5 |
| 50TH | 54.5 | 41.5 | 39.5 | 35.5 | 45.5 | 35.5 | 23.5 | 54.5 | 48.5 | 39.5 | 30.5 | 38.5 | 33.5 | 28.5 | 22.5 | 20.5 | 34.5 | 19.5 | 18.5 | 16.5 |
| 75TH | 59.5 | 44.5 | 45.5 | 38.5 | 46.5 | 38.5 | 24.5 | 65.5 | 51.5 | 41.5 | 35.5 | 56.5 | 37.5 | 38.5 | 23.5 | 24.5 | 39.5 | 25.5 | 21.5 | 19.5 |
| START | 47.4 | 37.5 | 32.8 | 25.4 | 38.2 | 29.2 | 21.2 | 40.3 | 36.8 | 32.4 | 25.3 | 35.4 | 31.5 | 28.4 | 19.2 | 15.0 | 26.2 | 18.9 | 17.0 | 13.5 |
| NO. COMPANIES | 14 | 6 | 6 | 7 | 4 | 3 | 7 | 11 | 10 | 14 | 15 | 15 | 12 | 7 | 11 | 16 | 9 | 6 | 5 | 14 |
| NO. EMPLOYEES | 14 | 8 | 26 | 29 | 4 | 6 | 17 | 14 | 51 | 68 | 59 | 20 | 43 | 13 | 41 | 153 | 9 | 11 | 91 | 39 |

EDUCATION/GOVERNMENT/NONPROFIT

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 44.3 | 35.6 | 32.6 | 28.5 | 37.9 | 28.8 | 23.4 | 41.2 | 36.7 | 34.0 | 29.4 | 38.8 | 32.5 | 24.9 | 21.2 | 18.5 | 22.8 | 17.7 | 15.4 | 13.7 |
| AVERAGE | 50.9 | 44.4 | 37.3 | 31.5 | 44.5 | 27.5 | 23.6 | 45.0 | 36.7 | 30.9 | 25.9 | 37.7 | 29.8 | 22.4 | 19.5 | 17.1 | 23.7 | 17.6 | 15.7 | 13.0 |
| 25TH | 38.5 | 36.5 | 33.5 | 28.5 | 38.5 | 23.5 | 20.5 | 35.5 | 32.5 | 28.5 | 22.5 | 33.5 | 24.5 | 18.5 | 16.5 | 14.5 | 19.5 | 15.5 | 14.5 | 12.5 |
| 50TH | 48.5 | 39.5 | 38.5 | 31.5 | 47.5 | 26.5 | 22.5 | 46.5 | 35.5 | 30.5 | 25.5 | 40.5 | 29.5 | 22.5 | 20.5 | 17.5 | 22.5 | 18.5 | 15.5 | 12.5 |
| 75TH | 62.5 | 53.5 | 39.5 | 34.5 | 51.5 | 30.5 | 26.5 | 50.5 | 41.5 | 31.5 | 29.5 | 44.5 | 33.5 | 24.5 | 21.5 | 18.5 | 28.5 | 19.5 | 17.5 | 13.5 |
| START | 40.5 | 35.1 | 31.1 | 26.9 | 33.1 | 24.2 | 21.5 | 35.8 | 31.2 | 26.4 | 23.4 | 30.3 | 24.5 | 19.5 | 17.2 | 15.2 | 19.0 | 14.3 | 13.7 | 12.1 |
| NO. COMPANIES | 34 | 8 | 11 | 14 | 11 | 11 | 17 | 17 | 14 | 20 | 24 | 22 | 17 | 15 | 15 | 26 | 13 | 11 | 15 | 20 |
| NO. EMPLOYEES | 78 | 57 | 106 | 116 | 29 | 55 | 73 | 110 | 103 | 234 | 260 | 34 | 42 | 65 | 105 | 196 | 67 | 90 | 577 | 117 |

OTHER

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 50.6 | 47.2 | 39.7 | 35.6 | 46.7 | 37.0 | 31.4 | 49.7 | 48.5 | 36.4 | 31.4 | 38.4 | 33.2 | 22.5 | 19.6 | 16.7 | 23.6 | 19.8 | 17.9 | 15.1 |
| AVERAGE | 50.1 | 46.1 | 37.4 | 38.3 | 47.6 | 36.0 | 27.7 | 49.6 | 41.1 | 37.0 | 31.7 | 38.5 | 32.8 | 22.9 | 21.0 | 17.2 | 26.1 | 20.3 | 19.4 | 15.5 |
| 25TH | 39.5 | 40.5 | 25.5 | 32.5 | 39.5 | 33.5 | 22.5 | 39.5 | 34.5 | 30.5 | 25.5 | 35.5 | 29.5 | 19.5 | 18.5 | 14.5 | 21.5 | 19.5 | 15.5 | 13.5 |
| 50TH | 50.5 | 45.5 | 39.5 | 38.5 | 48.5 | 36.5 | 27.5 | 50.5 | 40.5 | 35.5 | 31.5 | 40.5 | 31.5 | 22.5 | 21.5 | 17.5 | 25.5 | 20.5 | 18.5 | 15.5 |
| 75TH | 58.5 | 47.5 | 40.5 | 42.5 | 53.5 | 40.5 | 31.5 | 58.5 | 45.5 | 40.5 | 33.5 | 43.5 | 37.5 | 24.5 | 24.5 | 19.5 | 29.5 | 20.5 | 24.5 | 17.5 |
| START | 41.5 | 38.5 | 31.7 | 30.3 | 38.8 | 31.7 | 25.3 | 37.4 | 33.7 | 29.8 | 27.0 | 33.2 | 28.5 | 18.7 | 17.3 | 15.2 | 20.5 | 16.7 | 14.7 | 13.3 |
| NO. COMPANIES | 25 | 8 | 8 | 14 | 11 | 9 | 8 | 8 | 9 | 19 | 19 | 12 | 21 | 13 | 17 | 27 | 9 | 5 | 7 | 21 |
| NO. EMPLOYEES | 27 | 32 | 67 | 73 | 39 | 66 | 60 | 10 | 42 | 101 | 88 | 12 | 35 | 35 | 57 | 93 | 13 | 6 | 12 | 89 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## WESTERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 52.6 | 49.4 | | 44.1 | | 33.5 | 21.8 | 58.2 | 50.4 | 43.1 | 32.5 | 44.2 | 27.4 | 22.4 | 26.9 | 18.7 | 37.1 | | 25.6 | 16.4 |
| AVERAGE | 52.6 | 49.4 | | 44.1 | | 32.5 | 22.5 | 40.8 | 41.1 | 37.1 | 26.3 | 44.2 | 27.4 | 22.4 | 24.6 | 17.7 | 37.1 | | 25.6 | 16.8 |
| 25TH | 43.5 | 36.5 | | 39.5 | | 23.5 | 18.5 | 34.5 | 29.5 | 29.5 | 19.5 | 36.5 | 26.5 | 19.5 | 21.5 | 16.5 | 24.5 | | 25.5 | 12.5 |
| 50TH | 47.5 | 44.5 | | 39.5 | | 36.5 | 22.5 | 38.5 | 29.5 | 36.5 | 23.5 | 38.5 | 26.5 | 19.5 | 26.5 | 18.5 | 24.5 | | 25.5 | 14.5 |
| 75TH | 52.5 | 67.5 | | 48.5 | | 37.5 | 26.5 | 38.5 | 53.5 | 37.5 | 33.5 | 43.5 | 28.5 | 25.5 | 28.5 | 19.5 | 49.5 | | 25.5 | 23.5 |
| START | 41.6 | 43.0 | | 31.2 | | 23.4 | 19.0 | 31.2 | 0.0 | 27.8 | 21.9 | 26.9 | 26.1 | 16.5 | 20.7 | 14.7 | 18.6 | | 0.0 | 15.7 |
| NO. COMPANIES | 8 | 3 | | 2 | | 3 | 3 | 5 | 2 | 4 | 7 | 4 | 2 | 2 | 5 | 9 | 2 | | 1 | 7 |
| NO. EMPLOYEES | 8 | 3 | | 2 | | 4 | 5 | 15 | 9 | 20 | 16 | 4 | 2 | 2 | 10 | 14 | 2 | | 5 | 17 |

BANKING/INSURANCE/FINANCE — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 61.9 | 52.2 | 45.7 | 40.6 | 53.4 | 37.6 | 29.9 | 57.6 | 45.4 | 42.1 | 35.0 | 48.7 | 33.9 | 28.8 | 24.2 | 19.7 | 28.3 | 20.9 | 19.0 | 16.2 |
| AVERAGE | 61.9 | 53.4 | 44.6 | 37.4 | 52.2 | 35.7 | 26.8 | 57.7 | 44.2 | 37.9 | 32.0 | 48.7 | 32.5 | 28.3 | 23.8 | 19.2 | 28.3 | 21.8 | 18.5 | 16.3 |
| 25TH | 49.5 | 49.5 | 43.5 | 31.5 | 41.5 | 32.5 | 21.5 | 50.5 | 35.5 | 33.5 | 28.5 | 38.5 | 29.5 | 25.5 | 21.5 | 17.5 | 23.5 | 19.5 | 16.5 | 15.5 |
| 50TH | 60.5 | 53.5 | 45.5 | 38.5 | 51.5 | 33.5 | 26.5 | 54.5 | 47.5 | 36.5 | 32.5 | 42.5 | 31.5 | 27.5 | 23.5 | 18.5 | 29.5 | 22.5 | 18.5 | 16.5 |
| 75TH | 70.5 | 54.5 | 48.5 | 44.5 | 62.5 | 37.5 | 29.5 | 69.5 | 50.5 | 42.5 | 36.5 | 57.5 | 36.5 | 30.5 | 24.5 | 21.5 | 31.5 | 22.5 | 19.5 | 17.5 |
| START | 47.7 | 42.4 | 33.8 | 30.0 | 36.2 | 28.4 | 23.1 | 43.4 | 33.8 | 34.8 | 28.7 | 34.5 | 26.9 | 25.7 | 19.0 | 18.5 | 24.3 | 17.8 | 15.2 | 14.2 |
| NO. COMPANIES | 13 | 5 | 9 | 11 | 6 | 8 | 12 | 13 | 13 | 19 | 21 | 14 | 15 | 6 | 24 | 30 | 12 | 7 | 12 | 23 |
| NO. EMPLOYEES | 13 | 14 | 28 | 77 | 9 | 96 | 68 | 18 | 65 | 137 | 106 | 14 | 33 | 14 | 68 | 76 | 14 | 11 | 44 | 108 |

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 41.9 | 41.0 | 35.3 | 35.3 | 50.4 | | 30.9 | 46.5 | 40.3 | 36.0 | 31.3 | 46.5 | 27.0 | 23.8 | 23.6 | 24.7 | 25.7 | 19.7 | 23.1 | 13.6 |
| AVERAGE | 41.9 | 42.1 | 35.3 | 34.0 | 50.4 | | 31.8 | 46.7 | 34.3 | 36.0 | 30.4 | 46.5 | 28.6 | 23.8 | 23.6 | 23.3 | 25.7 | 20.1 | 23.1 | 15.2 |
| 25TH | 26.5 | 35.5 | 34.5 | 27.5 | 44.5 | | 24.5 | 44.5 | 20.5 | 33.5 | 27.5 | 33.5 | 23.5 | 16.5 | 18.5 | 19.5 | 25.5 | 15.5 | 17.5 | 14.5 |
| 50TH | 38.5 | 40.5 | 34.5 | 27.5 | 44.5 | | 31.5 | 46.5 | 39.5 | 36.5 | 28.5 | 33.5 | 23.5 | 18.5 | 18.5 | 23.5 | 25.5 | 20.5 | 17.5 | 15.5 |
| 75TH | 52.5 | 50.5 | 36.5 | 40.5 | 56.5 | | 39.5 | 48.5 | 43.5 | 39.5 | 30.5 | 59.5 | 33.5 | 29.5 | 28.5 | 27.5 | 26.5 | 21.5 | 28.5 | 16.5 |
| START | 33.7 | 31.3 | 29.7 | 38.0 | 43.9 | | 39.6 | 39.3 | 31.1 | 31.2 | 25.4 | 36.7 | 20.8 | 20.9 | 16.1 | 17.9 | 26.0 | 18.2 | 18.3 | 13.7 |
| NO. COMPANIES | 8 | 3 | 2 | 2 | 2 | | 3 | 3 | 3 | 5 | 4 | 2 | 2 | 4 | 2 | 3 | 2 | 5 | 2 | 9 |
| NO. EMPLOYEES | 8 | 6 | 2 | 5 | 2 | | 9 | 11 | 11 | 40 | 31 | 2 | 3 | 4 | 2 | 11 | 2 | 7 | 2 | 62 |

RETAIL/WHOLESALE SALES & DISTRIBUTION

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 48.9 | 46.1 | 53.2 | 36.1 | 41.6 | 29.7 | 26.6 | 59.9 | 47.2 | 40.2 | 32.5 | 44.8 | 32.9 | 21.2 | 24.1 | 21.3 | 27.6 | 21.0 | 19.4 | 16.8 |
| AVERAGE | 48.9 | 46.1 | 45.6 | 37.3 | 41.0 | 27.4 | 25.7 | 58.5 | 49.8 | 40.8 | 33.3 | 44.8 | 30.6 | 21.2 | 24.4 | 21.3 | 26.9 | 18.5 | 18.6 | 17.5 |
| 25TH | 36.5 | 30.5 | 31.5 | 25.5 | 40.5 | 23.5 | 23.5 | 50.5 | 39.5 | 34.5 | 29.5 | 36.5 | 25.5 | 14.5 | 22.5 | 17.5 | 21.5 | 15.5 | 15.5 | 14.5 |
| 50TH | 52.5 | 30.5 | 46.5 | 31.5 | 40.5 | 24.5 | 26.5 | 52.5 | 39.5 | 42.5 | 32.5 | 42.5 | 27.5 | 21.5 | 26.5 | 19.5 | 27.5 | 16.5 | 18.5 | 15.5 |
| 75TH | 60.5 | 62.5 | 58.5 | 51.5 | 42.5 | 28.5 | 28.5 | 70.5 | 60.5 | 45.5 | 35.5 | 49.5 | 32.5 | 27.5 | 27.5 | 24.5 | 31.5 | 20.5 | 20.5 | 19.5 |
| START | 47.1 | 36.7 | 34.5 | 26.9 | 34.4 | 24.3 | 22.4 | 45.7 | 45.0 | 34.1 | 28.5 | 38.7 | 27.6 | 20.4 | 19.6 | 18.2 | 26.7 | 17.3 | 16.5 | 16.6 |
| NO. COMPANIES | 11 | 2 | 3 | 6 | 2 | 4 | 3 | 3 | 2 | 7 | 8 | 4 | 4 | 3 | 5 | 6 | 5 | 8 | 8 | 14 |
| NO. EMPLOYEES | 11 | 2 | 19 | 17 | 5 | 12 | 18 | 12 | 8 | 57 | 46 | 4 | 7 | 3 | 10 | 23 | 8 | 12 | 27 | 65 |

UTILITIES/TRANSPORTATION/COMMUNICATIONS

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 53.2 | 54.1 | 41.1 | 41.9 | 58.0 | 47.1 | 35.8 | 60.7 | 50.9 | 45.9 | 33.8 | 46.7 | 37.5 | 36.5 | 38.0 | 25.0 | 29.7 | 20.1 | 18.6 | 18.2 |
| AVERAGE | 53.2 | 54.1 | 43.1 | 39.0 | 54.0 | 44.4 | 35.6 | 59.7 | 48.5 | 44.3 | 32.8 | 46.7 | 37.2 | 36.5 | 31.6 | 23.5 | 29.7 | 20.1 | 19.0 | 19.1 |
| 25TH | 39.5 | 45.5 | 40.5 | 34.5 | 45.5 | 41.5 | 35.5 | 51.5 | 46.5 | 41.5 | 29.5 | 40.5 | 36.5 | 27.5 | 19.5 | 18.5 | 21.5 | 18.5 | 14.5 | 16.5 |
| 50TH | 50.5 | 51.5 | 41.5 | 35.5 | 51.5 | 41.5 | 35.5 | 51.5 | 46.5 | 45.5 | 33.5 | 48.5 | 38.5 | 35.5 | 26.5 | 23.5 | 29.5 | 19.5 | 18.5 | 18.5 |
| 75TH | 69.5 | 53.5 | 47.5 | 38.5 | 64.5 | 47.5 | 35.5 | 61.5 | 52.5 | 46.5 | 36.5 | 51.5 | 41.5 | 46.5 | 32.5 | 28.5 | 36.5 | 21.5 | 18.5 | 21.5 |
| START | 42.3 | 48.9 | 38.2 | 32.7 | 43.2 | 37.4 | 28.9 | 48.0 | 40.4 | 37.4 | 28.6 | 44.8 | 30.6 | 36.1 | 24.7 | 19.5 | 26.1 | 18.0 | 16.6 | 16.1 |
| NO. COMPANIES | 6 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 3 | 5 | 3 | 6 | 3 | 4 | 7 | 5 | 3 | 4 | 6 |
| NO. EMPLOYEES | 6 | 4 | 10 | 23 | 5 | 29 | 39 | 10 | 9 | 10 | 17 | 3 | 7 | 3 | 13 | 28 | 5 | 3 | 11 | 15 |

EDUCATION/GOVERNMENT/NONPROFIT

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 59.5 | 55.9 | 42.6 | 41.2 | 56.6 | 42.9 | 36.5 | 52.0 | 47.7 | 40.0 | 34.6 | 44.9 | 32.9 | 28.2 | 25.7 | 22.1 | 26.4 | 22.1 | 18.7 | 17.2 |
| AVERAGE | 60.0 | 55.9 | 40.5 | 36.8 | 56.6 | 41.2 | 34.7 | 54.0 | 46.4 | 37.2 | 31.1 | 45.2 | 33.1 | 28.9 | 24.5 | 21.5 | 28.6 | 20.5 | 18.6 | 16.8 |
| 25TH | 43.5 | 55.5 | 36.5 | 28.5 | 52.5 | 38.5 | 24.5 | 47.5 | 43.5 | 35.5 | 27.5 | 40.5 | 31.5 | 26.5 | 22.5 | 19.5 | 23.5 | 15.5 | 17.5 | 15.5 |
| 50TH | 63.5 | 55.5 | 36.5 | 35.5 | 52.5 | 38.5 | 33.5 | 51.5 | 43.5 | 36.5 | 29.5 | 40.5 | 32.5 | 28.5 | 25.5 | 21.5 | 26.5 | 20.5 | 17.5 | 16.5 |
| 75TH | 70.5 | 55.5 | 40.5 | 45.5 | 60.5 | 44.5 | 35.5 | 60.5 | 49.5 | 38.5 | 35.5 | 50.5 | 34.5 | 30.5 | 26.5 | 24.5 | 28.5 | 21.5 | 19.5 | 20.5 |
| START | 47.6 | 42.2 | 32.5 | 32.7 | 47.8 | 35.0 | 27.7 | 42.2 | 38.3 | 33.1 | 27.6 | 41.7 | 29.3 | 24.1 | 21.9 | 20.0 | 26.3 | 18.4 | 15.0 | 15.5 |
| NO. COMPANIES | 13 | 1 | 4 | 7 | 2 | 2 | 4 | 6 | 4 | 10 | 10 | 6 | 9 | 4 | 9 | 11 | 7 | 4 | 4 | 10 |
| NO. EMPLOYEES | 14 | 4 | 17 | 31 | 2 | 53 | 32 | 36 | 85 | 148 | 142 | 11 | 21 | 13 | 41 | 62 | 12 | 15 | 32 | 87 |

OTHER

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 54.8 | 58.0 | 38.2 | 36.0 | | 36.1 | 31.2 | 59.8 | 45.3 | 38.7 | 31.7 | 48.8 | 37.2 | 29.0 | 23.8 | 21.6 | 25.6 | 19.9 | 18.9 | 15.9 |
| AVERAGE | 54.8 | 58.0 | 38.2 | 35.7 | | 35.0 | 29.1 | 60.2 | 46.3 | 37.2 | 30.8 | 47.2 | 37.4 | 26.9 | 23.7 | 21.5 | 23.8 | 19.5 | 18.4 | 16.0 |
| 25TH | 39.5 | 52.5 | 35.5 | 33.5 | | 27.5 | 25.5 | 53.5 | 42.5 | 31.5 | 27.5 | 40.5 | 30.5 | 22.5 | 22.5 | 19.5 | 16.5 | 15.5 | 16.5 | 14.5 |
| 50TH | 51.5 | 52.5 | 37.5 | 34.5 | | 37.5 | 25.5 | 54.5 | 46.5 | 39.5 | 30.5 | 51.5 | 32.5 | 22.5 | 23.5 | 20.5 | 20.5 | 15.5 | 19.5 | 16.5 |
| 75TH | 70.5 | 63.5 | 39.5 | 37.5 | | 40.5 | 31.5 | 70.5 | 49.5 | 39.5 | 34.5 | 53.5 | 46.5 | 31.5 | 24.5 | 21.5 | 27.5 | 21.5 | 20.5 | 18.5 |
| START | 39.3 | 0.0 | 25.9 | 35.2 | | 29.4 | 25.0 | 53.4 | 38.8 | 32.7 | 28.2 | 40.5 | 32.5 | 26.9 | 20.7 | 20.0 | 21.4 | 16.9 | 15.8 | 15.0 |
| NO. COMPANIES | 11 | 2 | 4 | 6 | | 7 | 6 | 6 | 6 | 8 | 14 | 5 | 6 | 2 | 8 | 16 | 4 | 4 | 7 | 9 |
| NO. EMPLOYEES | 11 | 2 | 4 | 20 | | 39 | 62 | 7 | 18 | 19 | 39 | 8 | 11 | 4 | 17 | 50 | 6 | 6 | 19 | 67 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## TOTAL U.S. — Size of Company

UNDER 500 EMPLOYEES — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 49.1 | 43.9 | 40.6 | 33.2 | 42.2 | 31.9 | 25.2 | 43.3 | 39.8 | 34.8 | 29.7 | 37.6 | 29.2 | 22.4 | 21.6 | 17.8 | 24.2 | 15.5 | 16.7 | 14.1 |
| AVERAGE | 49.0 | 43.3 | 39.5 | 32.3 | 42.3 | 30.7 | 24.7 | 44.9 | 38.7 | 33.9 | 27.6 | 37.5 | 29.3 | 21.8 | 20.5 | 17.6 | 24.3 | 18.1 | 17.0 | 14.7 |
| 25TH | 39.5 | 36.5 | 36.5 | 26.5 | 35.5 | 25.5 | 20.5 | 38.5 | 34.5 | 29.5 | 23.5 | 30.5 | 24.5 | 18.5 | 18.5 | 15.5 | 20.5 | 15.5 | 14.5 | 12.5 |
| 50TH | 47.5 | 43.5 | 39.5 | 31.5 | 42.5 | 29.5 | 23.5 | 45.5 | 39.5 | 33.5 | 27.5 | 37.5 | 28.5 | 21.5 | 20.5 | 17.5 | 23.5 | 17.5 | 16.5 | 14.5 |
| 75TH | 57.5 | 49.5 | 42.5 | 36.5 | 47.5 | 33.5 | 26.5 | 51.5 | 42.5 | 37.5 | 31.5 | 42.5 | 33.5 | 24.5 | 22.5 | 19.5 | 27.5 | 20.5 | 19.5 | 16.5 |
| START | 39.9 | 34.9 | 31.4 | 27.3 | 34.6 | 26.1 | 21.6 | 36.8 | 32.5 | 28.6 | 23.9 | 30.6 | 24.6 | 18.7 | 17.3 | 15.4 | 20.6 | 15.6 | 14.3 | 13.0 |
| NO. COMPANIES | 547 | 129 | 103 | 179 | 106 | 110 | 190 | 205 | 164 | 300 | 444 | 263 | 251 | 170 | 278 | 509 | 174 | 129 | 191 | 467 |
| NO. EMPLOYEES | 560 | | 201 | | 135 | | 500 | | 391 | | 1637 | | 332 | | 558 | | 211 | | 530 | |
| | | 151 | | 336 | | 254 | | 393 | | 899 | | 291 | | 242 | | 1155 | | 195 | | 1648 |

500 OR MORE EMPLOYEES — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 61.7 | 44.1 | 39.4 | 35.8 | 44.7 | 33.8 | 27.0 | 48.6 | 42.6 | 36.2 | 30.6 | 45.2 | 33.3 | 24.3 | 22.1 | 19.4 | 26.2 | 20.3 | 16.7 | 14.8 |
| AVERAGE | 62.0 | 47.9 | 41.2 | 35.1 | 47.5 | 34.1 | 27.2 | 50.7 | 42.6 | 35.5 | 29.5 | 45.4 | 32.9 | 24.9 | 21.9 | 18.7 | 27.2 | 20.5 | 17.6 | 15.3 |
| 25TH | 49.5 | 41.5 | 37.5 | 31.5 | 41.5 | 29.5 | 22.5 | 43.5 | 37.5 | 31.5 | 26.5 | 37.5 | 28.5 | 21.5 | 19.5 | 16.5 | 22.5 | 17.5 | 15.5 | 13.5 |
| 50TH | 59.5 | 48.5 | 41.5 | 35.5 | 47.5 | 32.5 | 25.5 | 49.5 | 42.5 | 35.5 | 29.5 | 43.5 | 32.5 | 24.5 | 21.5 | 18.5 | 26.5 | 20.5 | 17.5 | 15.5 |
| 75TH | 70.5 | 54.5 | 45.5 | 38.5 | 53.5 | 38.5 | 30.5 | 55.5 | 47.5 | 38.5 | 32.5 | 51.5 | 36.5 | 27.5 | 24.5 | 20.5 | 30.5 | 22.5 | 19.5 | 17.5 |
| START | 48.6 | 38.9 | 33.0 | 28.9 | 38.1 | 28.6 | 23.7 | 40.3 | 34.7 | 29.8 | 25.6 | 37.2 | 27.6 | 21.3 | 18.7 | 16.3 | 21.6 | 16.3 | 14.7 | 13.2 |
| NO. COMPANIES | 384 | 151 | 190 | 269 | 150 | 177 | 258 | 324 | 264 | 381 | 454 | 361 | 352 | 285 | 379 | 504 | 245 | 191 | 255 | 379 |
| NO. EMPLOYEES | 612 | | 1153 | | 392 | | 1863 | | 1391 | | 4621 | | 829 | | 1866 | | 455 | | 2406 | |
| | | 671 | | 1720 | | 1247 | | 1129 | | 3664 | | 437 | | 888 | | 2560 | | 623 | | 3814 |

TOTAL — JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 55.7 | 44.1 | 39.6 | 35.4 | 44.1 | 32.5 | 26.7 | 47.3 | 42.1 | 35.9 | 30.4 | 42.2 | 32.1 | 24.4 | 22.0 | 18.9 | 25.5 | 19.8 | 16.7 | 14.6 |
| AVERAGE | 54.3 | 45.6 | 40.6 | 34.0 | 45.4 | 32.6 | 26.2 | 48.4 | 41.1 | 34.8 | 28.5 | 42.1 | 31.4 | 23.8 | 21.3 | 18.1 | 26.0 | 19.5 | 17.3 | 15.0 |
| 25TH | 42.5 | 39.5 | 36.5 | 29.5 | 38.5 | 27.5 | 22.5 | 41.5 | 36.5 | 30.5 | 25.5 | 34.5 | 26.5 | 20.5 | 18.5 | 15.5 | 21.5 | 16.5 | 15.5 | 13.5 |
| 50TH | 51.5 | 45.5 | 40.5 | 34.5 | 46.5 | 31.5 | 24.5 | 48.5 | 40.5 | 34.5 | 28.5 | 40.5 | 30.5 | 23.5 | 21.5 | 17.5 | 25.5 | 19.5 | 17.5 | 14.5 |
| 75TH | 63.5 | 52.5 | 44.5 | 36.5 | 52.5 | 37.5 | 29.5 | 54.5 | 46.5 | 38.5 | 32.5 | 49.5 | 35.5 | 26.5 | 23.5 | 20.5 | 29.5 | 21.5 | 19.5 | 16.5 |
| START | 43.9 | 37.3 | 32.4 | 28.3 | 36.9 | 27.7 | 22.9 | 39.0 | 33.9 | 29.3 | 24.9 | 34.6 | 26.4 | 20.4 | 18.2 | 15.9 | 21.3 | 16.0 | 14.5 | 13.1 |
| NO. COMPANIES | 931 | 280 | 293 | 448 | 256 | 287 | 448 | 529 | 428 | 681 | 898 | 624 | 603 | 455 | 657 | 1013 | 419 | 320 | 446 | 846 |
| NO. EMPLOYEES | 1172 | | 1354 | | 527 | | 2363 | | 2382 | | 6253 | | 1161 | | 2424 | | 666 | | 2939 | |
| | | 822 | | 2056 | | 1501 | | 1522 | | 4563 | | 728 | | 1130 | | 3715 | | 823 | | 5462 |

## EASTERN U.S. — Size of Company

UNDER 500 EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 49.7 | 44.6 | 42.0 | 34.6 | 42.9 | 33.9 | 26.9 | 40.7 | 38.3 | 34.5 | 29.7 | 37.9 | 28.5 | 22.1 | 20.1 | 17.6 | 24.2 | 20.0 | 16.7 | 14.1 |
| AVERAGE | 49.6 | 43.0 | 40.7 | 31.2 | 42.0 | 32.9 | 27.3 | 44.2 | 38.3 | 33.7 | 27.8 | 37.4 | 28.3 | 21.9 | 20.5 | 17.4 | 24.0 | 19.3 | 16.7 | 15.0 |
| 25TH | 37.5 | 37.5 | 37.5 | 25.5 | 35.5 | 29.5 | 22.5 | 38.5 | 34.5 | 30.5 | 23.5 | 30.5 | 24.5 | 18.5 | 17.5 | 15.5 | 20.5 | 16.5 | 14.5 | 13.5 |
| 50TH | 48.5 | 44.5 | 41.5 | 31.5 | 41.5 | 31.5 | 25.5 | 42.5 | 39.5 | 34.5 | 27.5 | 36.5 | 28.5 | 20.5 | 20.5 | 17.5 | 22.5 | 17.5 | 16.5 | 14.5 |
| 75TH | 58.5 | 50.5 | 42.5 | 37.5 | 47.5 | 36.5 | 30.5 | 50.5 | 42.5 | 37.5 | 31.5 | 43.5 | 32.5 | 24.5 | 22.5 | 19.5 | 25.5 | 21.5 | 18.5 | 16.5 |
| START | 40.1 | 37.1 | 33.7 | 28.4 | 34.4 | 28.3 | 23.8 | 36.1 | 34.3 | 29.5 | 24.1 | 30.4 | 24.8 | 19.5 | 17.7 | 15.8 | 21.8 | 17.1 | 14.6 | 13.2 |
| NO. COMPANIES | 156 | 39 | 29 | 49 | 31 | 26 | 43 | 58 | 44 | 77 | 120 | 79 | 71 | 51 | 66 | 138 | 43 | 30 | 52 | 140 |
| NO. EMPLOYEES | 159 | 42 | 72 | 106 | 37 | 46 | 100 | 166 | 121 | 238 | 428 | 94 | 91 | 62 | 113 | 256 | 56 | 52 | 166 | 441 |

500 OR MORE EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 62.5 | 44.3 | 36.2 | 35.6 | 44.4 | 33.4 | 26.8 | 50.2 | 41.9 | 36.5 | 30.6 | 47.1 | 31.5 | 24.7 | 21.3 | 18.6 | 25.2 | 20.1 | 17.5 | 15.4 |
| AVERAGE | 61.5 | 48.2 | 41.7 | 35.3 | 48.6 | 36.8 | 27.7 | 52.7 | 43.1 | 35.7 | 29.6 | 45.5 | 32.9 | 24.4 | 21.8 | 18.4 | 25.4 | 20.1 | 17.3 | 15.5 |
| 25TH | 49.5 | 41.5 | 37.5 | 31.5 | 40.5 | 29.5 | 23.5 | 43.5 | 38.5 | 32.5 | 26.5 | 37.5 | 27.5 | 21.5 | 19.5 | 16.5 | 22.5 | 17.5 | 15.5 | 13.5 |
| 50TH | 60.5 | 48.5 | 41.5 | 35.5 | 49.5 | 35.5 | 26.5 | 52.5 | 42.5 | 36.5 | 30.5 | 43.5 | 32.5 | 24.5 | 21.5 | 18.5 | 26.5 | 20.5 | 17.5 | 15.5 |
| 75TH | 70.5 | 54.5 | 46.5 | 40.5 | 54.5 | 42.5 | 30.5 | 59.5 | 48.5 | 38.5 | 32.5 | 52.5 | 37.5 | 27.5 | 23.5 | 20.5 | 30.5 | 22.5 | 19.5 | 16.5 |
| START | 50.1 | 39.2 | 32.7 | 28.9 | 41.5 | 30.5 | 24.0 | 41.9 | 35.2 | 30.3 | 25.7 | 37.9 | 27.3 | 21.0 | 18.8 | 16.3 | 21.5 | 16.6 | 15.1 | 13.2 |
| NO. COMPANIES | 90 | 43 | 47 | 65 | 34 | 44 | 63 | 67 | 61 | 89 | 110 | 89 | 88 | 69 | 93 | 126 | 60 | 56 | 68 | 98 |
| NO. EMPLOYEES | 125 | 387 | 317 | 295 | 91 | 235 | 350 | 260 | 586 | 823 | 1072 | 119 | 216 | 213 | 573 | 542 | 117 | 132 | 508 | 1208 |

## EAST CENTRAL U.S. — Size of Company

UNDER 500 EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 48.3 | 44.3 | 39.6 | 32.1 | 43.9 | 32.2 | 25.2 | 43.8 | 39.4 | 36.1 | 27.6 | 36.7 | 28.0 | 23.1 | 20.2 | 17.4 | 23.6 | 17.6 | 16.2 | 14.1 |
| AVERAGE | 48.3 | 44.8 | 38.8 | 32.2 | 46.0 | 30.0 | 24.2 | 42.2 | 38.5 | 34.6 | 27.5 | 36.7 | 27.8 | 21.1 | 19.9 | 17.6 | 24.1 | 18.3 | 16.9 | 14.6 |
| 25TH | 39.5 | 37.5 | 36.5 | 27.5 | 36.5 | 25.5 | 21.5 | 34.5 | 34.5 | 29.5 | 24.5 | 30.5 | 23.5 | 17.5 | 17.5 | 15.5 | 20.5 | 15.5 | 14.5 | 12.5 |
| 50TH | 47.5 | 44.5 | 39.5 | 31.5 | 46.5 | 28.5 | 23.5 | 42.5 | 38.5 | 33.5 | 27.5 | 35.5 | 27.5 | 21.5 | 19.5 | 16.5 | 24.5 | 17.5 | 16.5 | 14.5 |
| 75TH | 56.5 | 51.5 | 42.5 | 35.5 | 50.5 | 33.5 | 26.5 | 48.5 | 41.5 | 39.5 | 30.5 | 41.5 | 31.5 | 23.5 | 22.5 | 20.5 | 26.5 | 20.5 | 13.5 | 16.5 |
| START | 39.0 | 33.1 | 31.4 | 26.8 | 38.1 | 24.6 | 20.8 | 34.2 | 33.2 | 27.8 | 23.9 | 30.6 | 23.6 | 19.9 | 16.8 | 15.1 | 20.2 | 15.9 | 14.3 | 12.9 |
| NO. COMPANIES | 134 | 22 | 16 | 36 | 17 | 24 | 41 | 38 | 26 | 60 | 91 | 57 | 45 | 32 | 57 | 114 | 29 | 25 | 44 | 94 |
| NO. EMPLOYEES | 135 | 25 | 32 | 65 | 21 | 59 | 103 | 43 | 48 | 133 | 256 | 59 | 53 | 43 | 89 | 283 | 36 | 39 | 94 | 379 |

500 OR MORE EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 56.6 | 47.3 | 40.2 | 35.3 | 46.0 | 34.8 | 28.2 | 47.4 | 42.1 | 35.5 | 30.5 | 46.4 | 33.6 | 24.6 | 21.5 | 18.6 | 26.1 | 21.4 | 17.4 | 15.4 |
| AVERAGE | 53.9 | 47.7 | 40.9 | 35.1 | 45.7 | 33.0 | 28.4 | 49.4 | 42.0 | 35.9 | 29.4 | 46.6 | 33.1 | 25.1 | 21.7 | 19.2 | 27.3 | 21.2 | 17.5 | 15.5 |
| 25TH | 50.5 | 40.5 | 37.5 | 31.5 | 41.5 | 26.5 | 22.5 | 45.5 | 37.5 | 32.5 | 26.5 | 33.5 | 28.5 | 21.5 | 19.5 | 16.5 | 22.5 | 17.5 | 16.5 | 14.5 |
| 50TH | 58.5 | 48.5 | 41.5 | 34.5 | 46.5 | 32.5 | 26.5 | 48.5 | 41.5 | 35.5 | 29.5 | 44.5 | 32.5 | 24.5 | 21.5 | 18.5 | 25.5 | 20.5 | 17.5 | 15.5 |
| 75TH | 70.5 | 52.5 | 45.5 | 39.5 | 50.5 | 36.5 | 31.5 | 53.5 | 46.5 | 38.5 | 32.5 | 51.5 | 36.5 | 27.5 | 24.5 | 21.5 | 29.5 | 23.5 | 19.5 | 17.5 |
| START | 46.9 | 36.9 | 33.4 | 29.3 | 35.4 | 29.3 | 24.9 | 39.0 | 34.1 | 29.4 | 25.6 | 37.9 | 27.5 | 21.3 | 18.6 | 16.7 | 22.2 | 16.7 | 15.0 | 13.5 |
| NO. COMPANIES | 90 | 37 | 41 | 67 | 31 | 37 | 62 | 55 | 65 | 96 | 103 | 82 | 86 | 77 | 96 | 125 | 66 | 49 | 58 | 92 |
| NO. EMPLOYEES | 102 | 72 | 204 | 342 | 67 | 226 | 414 | 319 | 464 | 945 | 1060 | 95 | 198 | 247 | 442 | 575 | 114 | 195 | 469 | 917 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## WEST CENTRAL U.S. — Size of Company

UNDER 500 EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 49.4 | 40.9 | 39.7 | 31.0 | 40.1 | 29.2 | 22.9 | 45.5 | 39.7 | 34.0 | 27.4 | 38.6 | 30.6 | 22.8 | 23.4 | 16.6 | 25.2 | 18.7 | 16.9 | 13.5 |
| AVERAGE | 49.1 | 41.4 | 39.3 | 31.6 | 40.5 | 30.3 | 22.6 | 45.4 | 37.8 | 32.3 | 26.7 | 38.3 | 30.2 | 21.7 | 20.2 | 17.5 | 23.9 | 18.0 | 16.7 | 14.2 |
| 25TH | 40.5 | 35.5 | 35.5 | 27.5 | 33.5 | 26.5 | 20.5 | 39.5 | 34.5 | 29.5 | 23.5 | 33.5 | 23.5 | 18.5 | 18.5 | 14.5 | 18.5 | 15.5 | 14.5 | 12.5 |
| 50TH | 46.5 | 39.5 | 40.5 | 32.5 | 39.5 | 28.5 | 22.5 | 46.5 | 37.5 | 31.5 | 27.5 | 38.5 | 28.5 | 21.5 | 19.5 | 17.5 | 22.5 | 18.5 | 16.5 | 13.5 |
| 75TH | 56.5 | 45.5 | 42.5 | 35.5 | 46.5 | 33.5 | 25.5 | 50.5 | 41.5 | 35.5 | 29.5 | 46.5 | 35.5 | 22.5 | 22.5 | 19.5 | 26.5 | 20.5 | 18.5 | 15.5 |
| START | 39.8 | 34.9 | 30.7 | 26.3 | 32.3 | 26.7 | 19.3 | 36.4 | 30.4 | 27.1 | 23.0 | 30.5 | 23.6 | 17.9 | 17.4 | 14.6 | 19.1 | 14.6 | 13.8 | 12.5 |
| NO. COMPANIES | 111 | 26 | 21 | 45 | 35 | 34 | 60 | 49 | 42 | 77 | 110 | 54 | 62 | 38 | 69 | 111 | 40 | 26 | 40 | 100 |
| NO. EMPLOYEES | 116 | 28 | 40 | 72 | 42 | 73 | 159 | 64 | 99 | 273 | 345 | 55 | 91 | 52 | 204 | 299 | 43 | 38 | 115 | 378 |

500 OR MORE EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 59.3 | 41.9 | 40.8 | 36.3 | 43.9 | 29.8 | 24.5 | 46.4 | 33.7 | 34.0 | 29.3 | 40.8 | 34.7 | 25.3 | 21.9 | 19.4 | 25.9 | 19.1 | 15.9 | 13.8 |
| AVERAGE | 61.9 | 46.0 | 40.3 | 33.4 | 46.7 | 31.3 | 25.0 | 47.0 | 40.2 | 33.5 | 28.2 | 42.1 | 31.4 | 25.2 | 22.1 | 18.1 | 27.1 | 19.7 | 17.0 | 14.8 |
| 25TH | 48.5 | 39.5 | 37.5 | 30.5 | 40.5 | 27.5 | 21.5 | 40.5 | 34.5 | 29.5 | 25.5 | 34.5 | 26.5 | 20.5 | 19.5 | 15.5 | 20.5 | 17.5 | 15.5 | 12.5 |
| 50TH | 57.5 | 47.5 | 40.5 | 33.5 | 47.5 | 29.5 | 23.5 | 46.5 | 40.5 | 33.5 | 28.5 | 40.5 | 30.5 | 23.5 | 21.5 | 17.5 | 25.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 70.5 | 51.5 | 44.5 | 38.5 | 54.5 | 34.5 | 26.5 | 53.5 | 45.5 | 36.5 | 31.5 | 49.5 | 36.5 | 28.5 | 24.5 | 19.5 | 31.5 | 21.5 | 18.5 | 16.5 |
| START | 46.1 | 37.6 | 31.8 | 27.6 | 37.3 | 26.2 | 21.7 | 38.5 | 32.2 | 28.1 | 24.5 | 34.5 | 26.2 | 21.3 | 18.7 | 15.9 | 21.3 | 15.6 | 14.1 | 12.9 |
| NO. COMPANIES | 91 | 35 | 47 | 63 | 41 | 43 | 64 | 79 | 57 | 86 | 108 | 85 | 70 | 58 | 79 | 103 | 51 | 33 | 48 | 76 |
| NO. EMPLOYEES | 135 | 87 | 229 | 509 | 116 | 283 | 551 | 218 | 347 | 719 | 1277 | 99 | 154 | 162 | 324 | 538 | 79 | 79 | 422 | 677 |

## SOUTHERN U.S. — Size of Company

| UNDER 500 EMPLOYEES | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 49.8 | 43.7 | 40.3 | 34.6 | 43.4 | 34.2 | 26.1 | 44.0 | 40.5 | 34.5 | 31.9 | 36.6 | 29.3 | 21.6 | 20.0 | 16.8 | 23.6 | 17.4 | 16.5 | 13.8 |
| AVERAGE | 49.5 | 42.7 | 39.2 | 33.9 | 43.9 | 26.9 | 24.6 | 46.3 | 39.4 | 34.3 | 27.6 | 36.3 | 30.0 | 22.1 | 20.1 | 16.9 | 25.0 | 17.1 | 17.1 | 14.3 |
| 25TH | 38.5 | 34.5 | 30.5 | 28.5 | 39.5 | 23.5 | 19.5 | 38.5 | 35.5 | 30.5 | 23.5 | 29.5 | 25.5 | 19.5 | 18.5 | 14.5 | 20.5 | 14.5 | 15.5 | 12.5 |
| 50TH | 48.5 | 43.5 | 38.5 | 34.5 | 44.5 | 26.5 | 23.5 | 45.5 | 39.5 | 34.5 | 28.5 | 35.5 | 28.5 | 22.5 | 20.5 | 16.5 | 23.5 | 16.5 | 16.5 | 14.5 |
| 75TH | 57.5 | 48.5 | 44.5 | 38.5 | 46.5 | 33.5 | 26.5 | 51.5 | 44.5 | 39.5 | 31.5 | 42.5 | 34.5 | 25.5 | 21.5 | 19.5 | 28.5 | 19.5 | 19.5 | 16.5 |
| START | 40.2 | 32.1 | 29.5 | 28.0 | 35.3 | 24.2 | 22.1 | 38.3 | 31.4 | 28.6 | 23.4 | 30.2 | 25.7 | 17.8 | 16.7 | 14.7 | 19.9 | 13.9 | 13.5 | 12.3 |
| NO. COMPANIES | 103 | 32 | 28 | 36 | 15 | 18 | 32 | 44 | 41 | 59 | 86 | 58 | 56 | 39 | 52 | 108 | 43 | 33 | 45 | 91 |
| NO. EMPLOYEES | 107 | 40 | 48 | 67 | 24 | 55 | 108 | 84 | 97 | 180 | 515 | 68 | 93 | 72 | 110 | 247 | 57 | 49 | 126 | 334 |

| 500 OR MORE EMPLOYEES | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 64.4 | 41.3 | 39.4 | 33.8 | 43.5 | 32.6 | 26.8 | 47.9 | 44.7 | 36.4 | 31.3 | 44.5 | 33.1 | 24.4 | 21.8 | 19.7 | 24.5 | 19.3 | 15.9 | 13.2 |
| AVERAGE | 63.8 | 47.8 | 40.5 | 34.5 | 47.0 | 34.1 | 27.3 | 51.6 | 43.4 | 35.4 | 29.7 | 45.7 | 32.9 | 24.0 | 20.9 | 18.2 | 26.7 | 20.3 | 16.0 | 14.7 |
| 25TH | 49.5 | 39.5 | 36.5 | 31.5 | 42.5 | 30.5 | 22.5 | 45.5 | 37.5 | 31.5 | 25.5 | 38.5 | 27.5 | 21.5 | 18.5 | 15.5 | 21.5 | 17.5 | 14.5 | 12.5 |
| 50TH | 60.5 | 47.5 | 39.5 | 34.5 | 47.5 | 34.5 | 25.5 | 50.5 | 43.5 | 34.5 | 30.5 | 44.5 | 32.5 | 22.5 | 20.5 | 18.5 | 26.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 70.5 | 54.5 | 45.5 | 38.5 | 51.5 | 38.5 | 30.5 | 57.5 | 49.5 | 38.5 | 32.5 | 50.5 | 36.5 | 25.5 | 22.5 | 19.5 | 29.5 | 21.5 | 18.5 | 16.5 |
| START | 51.8 | 40.5 | 33.8 | 28.4 | 37.1 | 28.6 | 21.2 | 41.1 | 36.0 | 29.9 | 26.2 | 38.4 | 28.4 | 20.6 | 17.9 | 15.6 | 20.1 | 15.6 | 14.0 | 12.5 |
| NO. COMPANIES | 86 | 26 | 36 | 49 | 34 | 35 | 50 | 69 | 59 | 81 | 95 | 76 | 81 | 67 | 91 | 106 | 44 | 37 | 53 | 77 |
| NO. EMPLOYEES | 223 | 106 | 331 | 425 | 104 | 286 | 345 | 253 | 426 | 821 | 908 | 93 | 199 | 236 | 498 | 711 | 110 | 185 | 898 | 707 |

## WESTERN U.S. — Size of Company

| UNDER 500 EMPLOYEES | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 47.2 | 47.5 | 38.1 | 33.3 | 42.1 | 31.2 | 28.1 | 50.4 | 43.6 | 36.7 | 31.2 | 39.9 | 29.9 | 23.6 | 23.7 | 20.0 | 24.8 | 18.5 | 18.7 | 16.4 |
| AVERAGE | 47.1 | 47.9 | 37.6 | 34.2 | 42.2 | 31.6 | 27.7 | 48.3 | 39.9 | 36.9 | 30.0 | 39.9 | 29.5 | 22.8 | 23.2 | 19.9 | 25.1 | 18.5 | 18.5 | 16.5 |
| 25TH | 39.5 | 40.5 | 36.5 | 25.5 | 40.5 | 23.5 | 22.5 | 37.5 | 35.5 | 33.5 | 26.5 | 36.5 | 26.5 | 18.5 | 20.5 | 16.5 | 20.5 | 15.5 | 17.5 | 14.5 |
| 50TH | 46.5 | 45.5 | 36.5 | 31.5 | 41.5 | 28.5 | 24.5 | 45.5 | 39.5 | 36.5 | 29.5 | 40.5 | 29.5 | 24.5 | 22.5 | 18.5 | 25.5 | 18.5 | 18.5 | 15.5 |
| 75TH | 56.5 | 53.5 | 41.5 | 40.5 | 51.5 | 33.5 | 31.5 | 52.5 | 46.5 | 39.5 | 33.5 | 42.5 | 31.5 | 27.5 | 26.5 | 22.5 | 28.5 | 21.5 | 19.5 | 17.5 |
| START | 41.4 | 40.9 | 30.7 | 26.6 | 36.7 | 26.7 | 24.2 | 44.9 | 34.4 | 33.6 | 27.0 | 34.2 | 25.4 | 21.4 | 18.7 | 19.0 | 24.4 | 17.1 | 16.1 | 15.5 |
| NO. COMPANIES | 43 | 10 | 7 | 13 | 7 | 6 | 14 | 16 | 11 | 27 | 37 | 15 | 17 | 10 | 27 | 38 | 13 | 15 | 10 | 42 |
| NO. EMPLOYEES | 44 | 16 | 9 | 26 | 11 | 16 | 30 | 30 | 36 | 75 | 93 | 15 | 24 | 13 | 42 | 70 | 14 | 17 | 23 | 116 |

| 500 OR MORE EMPLOYEES | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 65.8 | 53.4 | 46.5 | 41.0 | 57.5 | 39.9 | 32.3 | 57.3 | 47.2 | 41.3 | 34.6 | 50.2 | 35.5 | 29.7 | 25.6 | 22.0 | 28.9 | 22.1 | 19.4 | 16.0 |
| AVERAGE | 65.8 | 54.3 | 43.7 | 38.9 | 55.1 | 36.5 | 29.4 | 59.2 | 46.8 | 39.3 | 32.5 | 51.3 | 35.7 | 30.4 | 25.8 | 21.0 | 29.9 | 21.5 | 19.2 | 16.9 |
| 25TH | 52.5 | 51.5 | 37.5 | 34.5 | 48.5 | 32.5 | 25.5 | 50.5 | 43.5 | 36.5 | 29.5 | 40.5 | 31.5 | 27.5 | 22.5 | 19.5 | 24.5 | 19.5 | 17.5 | 14.5 |
| 50TH | 68.5 | 53.5 | 44.5 | 38.5 | 52.5 | 37.5 | 27.5 | 55.5 | 48.5 | 39.5 | 32.5 | 51.5 | 34.5 | 30.5 | 24.5 | 20.5 | 27.5 | 21.5 | 19.5 | 16.5 |
| 75TH | 70.5 | 63.5 | 49.5 | 44.5 | 62.5 | 40.5 | 33.5 | 68.5 | 50.5 | 42.5 | 35.5 | 58.5 | 41.5 | 31.5 | 27.5 | 22.5 | 31.5 | 22.5 | 20.5 | 18.5 |
| START | 47.4 | 44.0 | 34.7 | 33.7 | 41.3 | 30.0 | 25.5 | 44.2 | 38.1 | 33.1 | 28.4 | 39.9 | 29.9 | 26.6 | 22.0 | 18.1 | 24.8 | 18.4 | 16.1 | 14.5 |
| NO. COMPANIES | 27 | 10 | 19 | 25 | 10 | 18 | 19 | 24 | 22 | 29 | 32 | 23 | 27 | 14 | 30 | 44 | 24 | 16 | 28 | 36 |
| NO. EMPLOYEES | 27 | 19 | 72 | 149 | 14 | 217 | 203 | 79 | 168 | 356 | 304 | 31 | 60 | 30 | 119 | 194 | 35 | 37 | 111 | 305 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## TOTAL CANADA (Canadian dollars)

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 55.9 | 54.4 | 45.3 | 41.4 | 52.1 | 38.4 | 31.4 | 49.2 | 46.0 | 39.9 | 35.0 | 52.2 | 40.0 | 35.2 | 30.5 | 27.5 | 26.9 | 23.5 | 21.6 | 21.4 |
| AVERAGE | 57.3 | 54.0 | 45.5 | 39.6 | 51.5 | 42.2 | 31.6 | 51.5 | 45.2 | 38.9 | 32.9 | 52.2 | 40.0 | 32.3 | 28.5 | 24.9 | 29.5 | 23.6 | 21.9 | 20.8 |
| 25TH | 47.5 | 48.5 | 39.5 | 35.5 | 45.5 | 37.5 | 26.5 | 43.5 | 41.5 | 35.5 | 28.5 | 45.5 | 35.5 | 27.5 | 24.5 | 21.5 | 25.5 | 18.5 | 20.5 | 18.5 |
| 50TH | 58.5 | 55.5 | 44.5 | 41.5 | 52.5 | 41.5 | 31.5 | 52.5 | 47.5 | 38.5 | 32.5 | 52.5 | 40.5 | 30.5 | 28.5 | 23.5 | 26.5 | 23.5 | 22.5 | 20.5 |
| 75TH | 66.5 | 59.5 | 49.5 | 43.5 | 56.5 | 46.5 | 34.5 | 57.5 | 4..5 | 40.5 | 37.5 | 58.5 | 46.5 | 37.5 | 33.5 | 28.5 | 32.5 | 28.5 | 24.5 | 23.5 |
| START | 50.2 | 42.7 | 35.9 | 33.3 | 42.4 | 36.1 | 27.6 | 41.5 | 37.3 | 33.3 | 29.2 | 44.7 | 32.9 | 27.1 | 25.2 | 22.0 | 25.5 | 20.6 | 19.4 | 18.6 |
| NO. COMPANIES | 39 | 13 | 18 | 29 | 14 | 9 | 19 | 20 | 17 | 35 | 49 | 22 | 33 | 15 | 34 | 52 | 15 | 7 | 19 | 47 |
| NO. EMPLOYEES | 91 | 20 | 40 | 78 | 21 | 93 | 147 | 61 | 146 | 193 | 176 | 22 | 41 | 35 | 81 | 161 | 26 | 11 | 40 | 269 |

## CANADA — Size of Company

UNDER 500 EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 53.6 | 54.6 | 44.8 | 41.5 | 50.3 | 42.7 | 29.8 | 47.4 | 46.6 | 37.2 | 31.2 | 46.0 | 39.1 | 34.3 | 29.5 | 27.2 | 25.5 | 22.2 | 22.2 | 20.1 |
| AVERAGE | 53.1 | 54.6 | 46.2 | 40.0 | 50.3 | 40.1 | 29.3 | 50.2 | 41.9 | 37.1 | 31.3 | 46.0 | 39.1 | 31.1 | 27.9 | 23.9 | 24.2 | 22.2 | 22.0 | 19.4 |
| 25TH | 38.5 | 46.5 | 37.5 | 35.5 | 45.5 | 35.5 | 25.5 | 43.5 | 41.5 | 34.5 | 27.5 | 33.5 | 33.5 | 26.5 | 23.5 | 21.5 | 23.5 | 17.5 | 20.5 | 16.5 |
| 50TH | 53.5 | 55.5 | 47.5 | 41.5 | 50.5 | 35.5 | 27.5 | 45.5 | 42.5 | 37.5 | 30.5 | 45.5 | 40.5 | 27.5 | 26.5 | 22.5 | 25.5 | 18.5 | 22.5 | 18.5 |
| 75TH | 61.5 | 58.5 | 54.5 | 45.5 | 52.5 | 45.5 | 33.5 | 52.5 | 47.5 | 38.5 | 34.5 | 56.5 | 46.5 | 33.5 | 30.5 | 25.5 | 26.5 | 22.5 | 24.5 | 20.5 |
| START | 42.5 | 41.9 | 35.3 | 33.9 | 39.3 | 37.5 | 25.4 | 39.9 | 33.7 | 31.5 | 28.1 | 39.1 | 31.3 | 25.8 | 24.9 | 20.6 | 19.9 | 20.2 | 19.3 | 17.6 |
| NO. COMPANIES | 21 | 11 | 10 | 14 | 6 | 2 | 10 | 9 | 8 | 22 | 29 | 11 | 16 | 6 | 24 | 28 | 5 | 4 | 13 | 26 |
| NO. EMPLOYEES | 22 | 11 | 20 | 36 | 7 | 4 | 40 | 14 | 105 | 100 | 71 | 11 | 16 | 10 | 44 | 73 | 7 | 4 | 24 | 74 |

500 OR MORE EMPLOYEES

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 56.7 | 54.2 | 45.7 | 41.3 | 53.0 | 38.2 | 31.9 | 49.7 | 51.7 | 42.8 | 37.4 | 58.4 | 40.5 | 35.5 | 31.8 | 27.6 | 30.1 | 24.2 | 20.6 | 21.9 |
| AVERAGE | 62.5 | 53.1 | 44.6 | 39.2 | 52.3 | 42.8 | 34.1 | 52.3 | 48.3 | 41.7 | 34.9 | 58.4 | 40.8 | 33.1 | 29.9 | 26.1 | 32.1 | 25.3 | 21.8 | 22.9 |
| 25TH | 55.5 | 42.5 | 43.5 | 32.5 | 43.5 | 37.5 | 31.5 | 43.5 | 42.5 | 38.5 | 31.5 | 52.5 | 36.5 | 29.5 | 26.5 | 22.5 | 26.5 | 23.5 | 22.5 | 19.5 |
| 50TH | 61.5 | 54.5 | 43.5 | 39.5 | 53.5 | 41.5 | 33.5 | 54.5 | 48.5 | 40.5 | 33.5 | 54.5 | 39.5 | 31.5 | 28.5 | 26.5 | 31.5 | 23.5 | 22.5 | 22.5 |
| 75TH | 69.5 | 59.5 | 46.5 | 43.5 | 56.5 | 47.5 | 36.5 | 57.5 | 51.5 | 43.5 | 40.5 | 65.5 | 44.5 | 36.5 | 34.5 | 28.5 | 35.5 | 29.5 | 23.5 | 25.5 |
| START | 56.9 | 43.2 | 36.6 | 33.9 | 44.5 | 35.6 | 30.8 | 42.2 | 39.7 | 35.3 | 30.3 | 47.7 | 34.3 | 27.9 | 25.8 | 23.5 | 28.7 | 21.1 | 18.5 | 19.7 |
| NO. COMPANIES | 17 | 8 | 8 | 15 | 8 | 7 | 9 | 12 | 9 | 14 | 20 | 11 | 17 | 9 | 10 | 24 | 10 | 3 | 6 | 19 |
| NO. EMPLOYEES | 69 | 9 | 20 | 42 | 14 | 89 | 107 | 47 | 41 | 93 | 107 | 11 | 25 | 25 | 37 | 88 | 19 | 7 | 16 | 195 |

## CANADA — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 48.5 | 43.6 | 44.8 | 33.1 | 46.2 | 38.8 | 31.0 | 46.3 | 45.7 | 36.9 | 32.1 | 41.4 | 39.4 | 27.8 | 29.3 | 24.4 | 35.0 | | 19.0 | 24.4 |
| AVERAGE | 48.5 | 48.5 | 45.3 | 38.0 | 46.8 | 38.3 | 29.5 | 45.3 | 43.8 | 36.0 | 30.0 | 41.4 | 39.5 | 27.8 | 27.3 | 23.4 | 35.0 | | 20.4 | 20.9 |
| 25TH | 38.5 | 44.5 | 39.5 | 35.5 | 44.5 | 37.5 | 25.5 | 43.5 | 38.5 | 34.5 | 25.5 | 30.5 | 33.5 | 25.5 | 21.5 | 20.5 | 25.5 | | 16.5 | 18.5 |
| 50TH | 51.5 | 47.5 | 43.5 | 36.5 | 45.5 | 37.5 | 29.5 | 44.5 | 42.5 | 38.5 | 31.5 | 30.5 | 35.5 | 25.5 | 25.5 | 22.5 | 25.5 | | 20.5 | 20.5 |
| 75TH | 55.5 | 54.5 | 44.5 | 41.5 | 50.5 | 38.5 | 33.5 | 52.5 | 51.5 | 38.5 | 33.5 | 52.5 | 45.5 | 30.5 | 30.5 | 26.5 | 44.5 | | 22.5 | 23.5 |
| START | 44.5 | 40.6 | 38.9 | 32.5 | 39.3 | 31.0 | 27.4 | 36.4 | 38.4 | 32.9 | 28.7 | 0.0 | 32.6 | 22.7 | 25.4 | 22.2 | 32.2 | | 17.9 | 20.9 |
| NO. COMPANIES | 11 | 6 | 4 | 10 | 3 | 2 | 7 | 3 | 3 | 9 | 15 | 2 | 8 | 2 | 12 | 15 | 2 | | 4 | 13 |
| NO. EMPLOYEES | 11 | 6 | 5 | 21 | 3 | 20 | 30 | 3 | 5 | 23 | 32 | 2 | 11 | 2 | 31 | 34 | 2 | | 9 | 49 |

BANKING/INSURANCE/FINANCE

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 58.6 | 55.6 | 41.4 | 33.1 | 51.7 | 35.7 | 30.5 | 53.2 | 45.5 | 41.6 | 36.4 | 55.3 | 39.8 | 31.9 | 29.1 | 21.3 | 31.0 | 29.7 | 21.5 | 20.0 |
| AVERAGE | 58.9 | 56.6 | 40.9 | 34.8 | 48.4 | 35.7 | 28.7 | 50.0 | 41.4 | 38.7 | 32.3 | 55.3 | 37.7 | 31.8 | 28.5 | 21.3 | 31.0 | 29.7 | 22.6 | 20.4 |
| 25TH | 57.5 | 56.5 | 37.5 | 31.5 | 33.5 | 35.5 | 26.5 | 43.5 | 41.5 | 35.5 | 27.5 | 33.5 | 36.5 | 31.5 | 26.5 | 19.5 | 26.5 | 29.5 | 20.5 | 18.5 |
| 50TH | 58.5 | 56.5 | 43.5 | 31.5 | 52.5 | 35.5 | 26.5 | 47.5 | 41.5 | 39.5 | 32.5 | 65.5 | 38.5 | 31.5 | 28.5 | 21.5 | 26.5 | 29.5 | 22.5 | 18.5 |
| 75TH | 61.5 | 56.5 | 43.5 | 40.5 | 53.5 | 35.5 | 30.5 | 52.5 | 47.5 | 40.5 | 35.5 | 67.5 | 40.5 | 32.5 | 29.5 | 22.5 | 35.5 | 30.5 | 23.5 | 22.5 |
| START | 51.3 | 55.9 | 31.8 | 32.4 | 40.8 | 30.7 | 27.1 | 40.4 | 31.0 | 30.1 | 27.4 | 46.2 | 31.6 | 25.8 | 26.0 | 19.0 | 26.0 | 22.6 | 20.1 | 17.3 |
| NO. COMPANIES | 5 | 2 | 5 | 3 | 4 | 1 | 2 | 3 | 6 | 9 | 9 | 3 | 5 | 2 | 5 | 7 | 2 | 2 | 4 | 6 |
| NO. EMPLOYEES | 5 | 2 | 10 | 7 | 10 | 52 | 63 | 18 | 21 | 40 | 51 | 3 | 8 | 6 | 12 | 19 | 2 | 2 | 7 | 18 |

SERVICE BUSINESS.EMPLOYMENT.ENTERTAINMENT.ETC.)

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | | 53.6 | 46.3 | 48.0 | | | 33.7 | | | 37.7 | 38.3 | 48.1 | 39.4 | 33.0 | 30.9 | 27.1 | 23.9 | | | 21.3 |
| AVERAGE | | 52.5 | 43.9 | 42.3 | | | 33.9 | | | 38.1 | 34.0 | 48.1 | 39.4 | 33.0 | 30.9 | 26.0 | 23.9 | | | 19.8 |
| 25TH | | 58.5 | 39.5 | 30.5 | | | 33.5 | | | 36.5 | 24.5 | 43.5 | 20.5 | 26.5 | 24.5 | 21.5 | 17.5 | | | 15.5 |
| 50TH | | 59.5 | 39.5 | 42.5 | | | 33.5 | | | 37.5 | 26.5 | 45.5 | 43.5 | 26.5 | 24.5 | 21.5 | 23.5 | | | 18.5 |
| 75TH | | 61.5 | 58.5 | 47.5 | | | 34.5 | | | 40.5 | 41.5 | 54.5 | 43.5 | 40.5 | 37.5 | 30.5 | 31.5 | | | 20.5 |
| START | | 46.7 | 42.4 | 34.4 | | | 23.8 | | | 30.4 | 29.9 | 39.0 | 29.8 | 30.0 | 28.4 | 21.4 | 18.6 | | | 17.1 |
| NO. COMPANIES | | 2 | 2 | 4 | | | 2 | | | 3 | 4 | 5 | 4 | 2 | 2 | 6 | 3 | | | 4 |
| NO. EMPLOYEES | | 2 | 2 | 16 | | | 10 | | | 8 | 17 | 5 | 4 | 2 | 2 | 15 | 3 | | | 16 |

RETAIL/WHOLESALE SALES & DISTRIBUTION

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 55.1 | | 47.4 | 33.3 | | 47.0 | 29.7 | 47.2 | 42.5 | 39.7 | 32.8 | 47.0 | 35.1 | | 25.4 | 25.4 | 31.6 | | 21.4 | 19.7 |
| AVERAGE | 56.6 | | 47.4 | 33.6 | | 47.0 | 29.9 | 52.3 | 42.5 | 42.8 | 33.4 | 47.0 | 35.1 | | 25.4 | 24.4 | 32.1 | | 20.4 | 20.1 |
| 25TH | 53.5 | | 47.5 | 27.5 | | 47.5 | 25.5 | 43.5 | 42.5 | 37.5 | 30.5 | 47.5 | 21.5 | | 21.5 | 20.5 | 31.5 | | 17.5 | 16.5 |
| 50TH | 54.5 | | 47.5 | 32.5 | | 47.5 | 25.5 | 56.5 | 42.5 | 44.5 | 31.5 | 47.5 | 35.5 | | 21.5 | 23.5 | 31.5 | | 22.5 | 19.5 |
| 75TH | 65.5 | | 47.5 | 41.5 | | 47.5 | 33.5 | 56.5 | 42.5 | 46.5 | 34.5 | 47.5 | 37.5 | | 23.5 | 27.5 | 32.5 | | 23.5 | 24.5 |
| START | 43.6 | | 34.2 | 25.4 | | 34.2 | 24.2 | 46.8 | 34.2 | 40.0 | 28.8 | 47.0 | 33.2 | | 19.5 | 20.5 | 30.4 | | 17.5 | 17.9 |
| NO. COMPANIES | 6 | | 1 | 3 | | 1 | 2 | 3 | 1 | 3 | 6 | 2 | 4 | | 2 | 7 | 1 | | 5 | 7 |
| NO. EMPLOYEES | 52 | | 3 | 5 | | 6 | 19 | 7 | 5 | 11 | 25 | 2 | 4 | | 2 | 15 | 5 | | 10 | 50 |

UTILITIES/TRANSPORTATION/COMMUNICATIONS

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 54.4 | | 49.7 | | | | | | | 34.9 | | | 45.4 | | 34.1 | 25.0 | | | | 23.8 |
| AVERAGE | 54.4 | | 49.7 | | | | | | | 34.9 | | | 45.4 | | 33.1 | 25.0 | | | | 20.7 |
| 25TH | 49.5 | | 49.5 | | | | | | | 34.5 | | | 44.5 | | 29.5 | 24.5 | | | | 18.5 |
| 50TH | 49.5 | | 49.5 | | | | | | | 34.5 | | | 44.5 | | 34.5 | 24.5 | | | | 18.5 |
| 75TH | 59.5 | | 49.5 | | | | | | | 34.5 | | | 46.5 | | 34.5 | 26.5 | | | | 24.5 |
| START | 52.7 | | 34.0 | | | | | | | 27.9 | | | 32.9 | | 25.8 | 24.6 | | | | 18.1 |
| NO. COMPANIES | 2 | | 1 | | | | | | | 1 | | | 2 | | 3 | 2 | | | | 2 |
| NO. EMPLOYEES | 2 | | 2 | | | | | | | 2 | | | 2 | | 7 | 2 | | | | 13 |

EDUCATION/GOVERNMENT/NONPROFIT

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 59.3 | 56.1 | 45.6 | 44.1 | 53.2 | 44.2 | 34.3 | 47.4 | 54.3 | 43.3 | 37.1 | 56.6 | 42.6 | 36.6 | 32.2 | 30.1 | 27.5 | 23.2 | 23.7 | 21.0 |
| AVERAGE | 59.3 | 54.9 | 45.1 | 43.8 | 53.7 | 46.4 | 34.9 | 54.1 | 49.9 | 43.7 | 35.4 | 56.6 | 43.0 | 32.7 | 29.2 | 27.7 | 29.1 | 23.1 | 24.1 | 22.8 |
| 25TH | 45.5 | 54.5 | 37.5 | 41.5 | 50.5 | 41.5 | 31.5 | 45.5 | 48.5 | 36.5 | 32.5 | 52.5 | 36.5 | 29.5 | 24.5 | 22.5 | 25.5 | 22.5 | 22.5 | 20.5 |
| 50TH | 51.5 | 55.5 | 46.5 | 43.5 | 53.5 | 45.5 | 31.5 | 54.5 | 48.5 | 38.5 | 33.5 | 53.5 | 42.5 | 29.5 | 26.5 | 28.5 | 26.5 | 23.5 | 22.5 | 22.5 |
| 75TH | 70.5 | 59.5 | 47.5 | 49.5 | 56.5 | 46.5 | 37.5 | 57.5 | 59.5 | 56.5 | 40.5 | 58.5 | 46.5 | 37.5 | 37.5 | 30.5 | 26.5 | 23.5 | 25.5 | 23.5 |
| START | 43.7 | 45.1 | 35.8 | 36.9 | 44.5 | 39.5 | 30.5 | 43.6 | 40.8 | 35.6 | 30.3 | 45.6 | 35.2 | 27.1 | 24.2 | 24.2 | 25.2 | 20.5 | 20.5 | 19.6 |
| NO. COMPANIES | 11 | 5 | 4 | 7 | 5 | 4 | 6 | 8 | 6 | 7 | 9 | 9 | 8 | 6 | 6 | 11 | 5 | 3 | 2 | 9 |
| NO. EMPLOYEES | 11 | 6 | 17 | 27 | 6 | 14 | 25 | 30 | 22 | 54 | 36 | 9 | 10 | 18 | 15 | 46 | 11 | 7 | 5 | 108 |

OTHER

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 74.5 | 56.7 | | | | | | | 47.5 | 37.0 | 30.7 | | 40.4 | 37.0 | 31.9 | 31.8 | 26.7 | | 23.3 | 19.7 |
| AVERAGE | 74.5 | 56.7 | | | | | | | 47.5 | 36.0 | 33.7 | | 40.4 | 33.1 | 27.6 | 28.9 | 28.7 | | 23.7 | 19.6 |
| 25TH | 65.5 | 49.5 | | | | | | | 47.5 | 31.5 | 30.5 | | 34.5 | 27.5 | 20.5 | 20.5 | 26.5 | | 18.5 | 16.5 |
| 50TH | 65.5 | 53.5 | | | | | | | 47.5 | 37.5 | 31.5 | | 34.5 | 27.5 | 24.5 | 23.5 | 28.5 | | 24.5 | 17.5 |
| 75TH | 70.5 | 66.5 | | | | | | | 47.5 | 37.5 | 38.5 | | 46.5 | 39.5 | 30.5 | 31.5 | 28.5 | | 24.5 | 22.5 |
| START | 54.0 | 0.0 | | | | | | | 41.7 | 36.4 | 29.6 | | 37.2 | 32.0 | 24.6 | 21.8 | 25.0 | | 21.9 | 17.2 |
| NO. COMPANIES | 2 | 3 | | | | | | | 1 | 4 | 5 | | 2 | 2 | 4 | 4 | 1 | | 4 | 6 |
| NO. EMPLOYEES | 2 | 3 | | | | | | | 33 | 55 | 16 | | 2 | 6 | 12 | 31 | 3 | | 9 | 15 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## EASTERN UNITED STATES

### ALBANY, NY

| JOB CATEGORY | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 57.6 | 35.9 | 39.3 | 25.6 | 54.0 | 36.1 | | 41.8 | 32.8 | 30.9 | 28.9 | 38.8 | 23.7 | 21.8 | 18.1 | 16.2 | 17.6 | | 14.9 | 15.0 |
| AVERAGE | 57.6 | 35.9 | 39.3 | 28.3 | 54.0 | 36.1 | | 42.0 | 31.7 | 31.9 | 28.0 | 38.8 | 27.1 | 21.8 | 19.3 | 17.0 | 17.6 | | 14.9 | 15.0 |
| 25TH | 47.5 | 27.5 | 37.5 | 20.5 | 38.5 | 36.5 | | 36.5 | 29.5 | 30.5 | 24.5 | 31.5 | 22.5 | 17.5 | 15.5 | 14.5 | 16.5 | | 11.5 | 13.5 |
| 50TH | 57.5 | 38.5 | 37.5 | 22.5 | 53.5 | 36.5 | | 38.5 | 29.5 | 30.5 | 26.5 | 40.5 | 25.5 | 21.5 | 18.5 | 16.5 | 18.5 | | 14.5 | 13.5 |
| 75TH | 65.5 | 42.5 | 41.5 | 41.5 | 64.5 | 36.5 | | 44.5 | 33.5 | 32.5 | 30.5 | 43.5 | 33.5 | 26.5 | 20.5 | 18.5 | 18.5 | | 19.5 | 16.5 |
| START | 50.8 | 32.0 | 35.3 | 23.9 | 43.1 | 33.1 | | 37.0 | 27.3 | 30.3 | 26.1 | 33.2 | 24.8 | 21.0 | 16.1 | 15.5 | 16.3 | | 12.7 | 13.6 |
| NO. COMPANIES | 7 | 3 | 2 | 3 | 3 | 1 | | 5 | 2 | 5 | 9 | 7 | 6 | 5 | 4 | 8 | 5 | | 3 | 10 |
| NO. EMPLOYEES | 7 | 3 | 4 | 5 | 3 | 3 | | 15 | 10 | 21 | 28 | 7 | 9 | 5 | 10 | 22 | 5 | | 3 | 46 |

### ALLENTOWN, PA (LEHIGH VALLEY)

| JOB CATEGORY | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 49.1 | 46.4 | 38.2 | 32.3 | 50.6 | 30.6 | 22.7 | 44.4 | 38.9 | 36.1 | 29.1 | 40.5 | 33.6 | 26.4 | 21.4 | 19.0 | 24.4 | 19.2 | 17.2 | 16.5 |
| AVERAGE | 50.4 | 47.5 | 37.4 | 34.1 | 48.6 | 33.7 | 23.6 | 44.7 | 40.2 | 34.9 | 28.6 | 40.4 | 33.7 | 25.7 | 21.0 | 17.5 | 26.0 | 18.9 | 17.3 | 15.3 |
| 25TH | 37.5 | 37.5 | 35.5 | 30.5 | 47.5 | 25.5 | 21.5 | 41.5 | 36.5 | 31.5 | 22.5 | 35.5 | 28.5 | 22.5 | 18.5 | 14.5 | 19.5 | 16.5 | 14.5 | 12.5 |
| 50TH | 49.5 | 45.5 | 36.5 | 32.5 | 49.5 | 28.5 | 21.5 | 42.5 | 41.5 | 33.5 | 26.5 | 41.5 | 34.5 | 24.5 | 19.5 | 17.5 | 28.5 | 20.5 | 16.5 | 16.5 |
| 75TH | 60.5 | 59.5 | 41.5 | 41.5 | 54.5 | 36.5 | 22.5 | 50.5 | 42.5 | 37.5 | 33.5 | 47.5 | 36.5 | 28.5 | 23.5 | 19.5 | 33.5 | 21.5 | 18.5 | 17.5 |
| START | 43.4 | 41.2 | 30.2 | 27.4 | 37.1 | 26.9 | 21.5 | 40.6 | 36.5 | 31.0 | 24.6 | 34.8 | 29.3 | 24.7 | 19.1 | 16.0 | 24.0 | 15.2 | 15.2 | 14.1 |
| NO. COMPANIES | 16 | 8 | 5 | 7 | 6 | 4 | 5 | 9 | 9 | 10 | 20 | 13 | 13 | 10 | 13 | 27 | 7 | 5 | 8 | 19 |
| NO. EMPLOYEES | 25 | 15 | 13 | 14 | 8 | 13 | 27 | 31 | 32 | 61 | 94 | 15 | 18 | 31 | 56 | 74 | 9 | 13 | 21 | 97 |

### BINGHAMTON, NY

| JOB CATEGORY | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 47.8 | 33.3 | 43.0 | 31.3 | | 38.4 | 26.6 | 47.0 | 38.0 | 37.0 | 26.0 | 38.9 | 29.1 | 18.1 | 19.5 | 17.0 | 20.6 | 15.1 | 14.3 | 13.1 |
| AVERAGE | 47.8 | 33.3 | 40.0 | 31.3 | | 38.5 | 25.7 | 47.0 | 38.0 | 35.9 | 26.7 | 41.0 | 29.5 | 19.6 | 19.4 | 16.3 | 20.6 | 14.8 | 14.1 | 13.2 |
| 25TH | 38.5 | 20.5 | 33.5 | 27.5 | | 29.5 | 22.5 | 39.5 | 36.5 | 35.5 | 24.5 | 31.5 | 25.5 | 16.5 | 18.5 | 13.5 | 17.5 | 11.5 | 13.5 | 11.5 |
| 50TH | 52.5 | 37.5 | 34.5 | 30.5 | | 31.5 | 23.5 | 40.5 | 36.5 | 36.5 | 27.5 | 38.5 | 28.5 | 19.5 | 19.5 | 14.5 | 20.5 | 14.5 | 13.5 | 13.5 |
| 75TH | 60.5 | 41.5 | 52.5 | 35.5 | | 33.5 | 26.5 | 49.5 | 42.5 | 37.5 | 28.5 | 41.5 | 33.5 | 18.5 | 20.5 | 18.5 | 21.5 | 16.5 | 15.5 | 15.5 |
| START | 38.9 | 30.3 | 31.2 | 23.9 | | 29.0 | 19.2 | 37.2 | 31.5 | 31.3 | 22.9 | 31.4 | 22.9 | 17.2 | 17.0 | 13.7 | 17.8 | 13.5 | 12.9 | 10.8 |
| NO. COMPANIES | 15 | 3 | 3 | 7 | | 4 | 7 | 6 | 3 | 5 | 3 | 5 | 7 | 4 | 6 | 14 | 5 | 4 | 7 | 11 |
| NO. EMPLOYEES | 15 | 3 | 4 | 14 | | 5 | 14 | 6 | 3 | 7 | 27 | 6 | 8 | 7 | 11 | 40 | 6 | 5 | 11 | 38 |

## BOSTON, MA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 60.6 | | 40.4 | 32.4 | 48.5 | 46.0 | 38.9 | 54.8 | 45.4 | 38.1 | 33.9 | 37.1 | 35.4 | 28.2 | 23.9 | 20.5 | 28.0 | 23.7 | 18.7 | 20.1 |
| AVERAGE | 60.6 | | 39.0 | 31.0 | 48.5 | 44.4 | 32.5 | 53.2 | 44.0 | 37.3 | 33.2 | 37.5 | 33.7 | 28.7 | 23.8 | 20.3 | 28.0 | 23.4 | 18.7 | 17.9 |
| 25TH | 47.5 | | 37.5 | 21.5 | 44.5 | 36.5 | 25.5 | 46.5 | 41.5 | 35.5 | 31.5 | 33.5 | 30.5 | 27.5 | 22.5 | 18.5 | 23.5 | 21.5 | 16.5 | 14.5 |
| 50TH | 54.5 | | 37.5 | 31.5 | 44.5 | 42.5 | 29.5 | 56.5 | 42.5 | 36.5 | 32.5 | 36.5 | 32.5 | 27.5 | 22.5 | 19.5 | 23.5 | 21.5 | 16.5 | 16.5 |
| 75TH | 66.5 | | 40.5 | 34.5 | 52.5 | 52.5 | 42.5 | 57.5 | 48.5 | 39.5 | 35.5 | 40.5 | 36.5 | 28.5 | 24.5 | 21.5 | 28.5 | 21.5 | 21.5 | 19.5 |
| START | 44.3 | | 43.0 | 28.4 | 59.0 | 52.5 | 35.2 | 0.0 | 45.7 | 34.3 | 29.9 | 32.4 | 27.2 | 23.7 | 21.9 | 18.6 | 22.7 | 17.5 | 16.1 | 15.2 |
| NO. COMPANIES | 8 | | 2 | 4 | 2 | 3 | 3 | 3 | 5 | 8 | 6 | 8 | 3 | 4 | 9 | 8 | 6 | 4 | 7 | 4 |
| NO. EMPLOYEES | 8 | | 7 | 7 | 2 | 5 | 11 | 7 | 24 | 43 | 31 | 9 | 7 | 6 | 14 | 20 | 6 | 7 | 14 | 9 |

## BUFFALO, NY

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 48.9 | 48.8 | 34.3 | 31.0 | 40.8 | 29.1 | 29.5 | 35.7 | 33.4 | 27.5 | 24.6 | 51.6 | 28.7 | 19.7 | 20.0 | 16.8 | 21.3 | 17.8 | 14.7 | 12.5 |
| AVERAGE | 48.9 | 49.3 | 33.4 | 30.5 | 41.9 | 28.1 | 25.9 | 40.4 | 35.0 | 26.3 | 24.4 | 41.2 | 28.1 | 19.7 | 20.0 | 16.2 | 21.3 | 17.8 | 15.4 | 13.4 |
| 25TH | 36.5 | 46.5 | 28.5 | 28.5 | 30.5 | 26.5 | 25.5 | 34.5 | 32.5 | 21.5 | 21.5 | 31.5 | 25.5 | 18.5 | 17.5 | 15.5 | 18.5 | 15.5 | 14.5 | 11.5 |
| 50TH | 47.5 | 47.5 | 28.5 | 28.5 | 37.5 | 26.5 | 25.5 | 36.5 | 34.5 | 28.5 | 24.5 | 33.5 | 27.5 | 19.5 | 20.5 | 16.5 | 20.5 | 15.5 | 14.5 | 13.5 |
| 75TH | 51.5 | 54.5 | 38.5 | 31.5 | 46.5 | 29.5 | 26.5 | 46.5 | 39.5 | 31.5 | 26.5 | 51.5 | 29.5 | 20.5 | 21.5 | 18.5 | 24.5 | 16.5 | 16.5 | 14.5 |
| START | 41.2 | 41.2 | 30.4 | 28.3 | 37.2 | 27.0 | 26.7 | 35.2 | 30.9 | 27.9 | 21.6 | 34.2 | 24.7 | 19.1 | 17.0 | 15.2 | 20.9 | 14.7 | 15.3 | 12.1 |
| NO. COMPANIES | 13 | 3 | 2 | 6 | 4 | 2 | 5 | 11 | 9 | 12 | 16 | 10 | 13 | 8 | 11 | 17 | 8 | 4 | 5 | 20 |
| NO. EMPLOYEES | 13 | 4 | 5 | 11 | 8 | 5 | 13 | 38 | 44 | 58 | 59 | 24 | 29 | 10 | 22 | 34 | 10 | 4 | 19 | 113 |

## CORCORD, NH

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 50.7 | 46.9 | 41.1 | 32.7 | 40.9 | 37.3 | 25.3 | 49.5 | 43.7 | 37.0 | 29.7 | 38.3 | 29.8 | 24.8 | 19.8 | 18.0 | 26.6 | 20.8 | 17.7 | 16.1 |
| AVERAGE | 50.2 | 46.3 | 41.7 | 31.4 | 42.0 | 34.6 | 26.0 | 45.4 | 44.7 | 34.3 | 28.5 | 36.3 | 29.6 | 23.6 | 20.1 | 17.7 | 26.6 | 20.0 | 17.0 | 16.6 |
| 25TH | 35.5 | 40.5 | 37.5 | 26.5 | 33.5 | 32.5 | 22.5 | 39.5 | 37.5 | 31.5 | 24.5 | 30.5 | 22.5 | 20.5 | 17.5 | 16.5 | 21.5 | 17.5 | 16.5 | 14.5 |
| 50TH | 51.5 | 46.5 | 42.5 | 32.5 | 40.5 | 33.5 | 26.5 | 46.5 | 44.5 | 32.5 | 29.5 | 34.5 | 29.5 | 22.5 | 20.5 | 17.5 | 23.5 | 19.5 | 17.5 | 16.5 |
| 75TH | 59.5 | 50.5 | 45.5 | 34.5 | 51.5 | 35.5 | 30.5 | 53.5 | 50.5 | 37.5 | 31.5 | 41.5 | 32.5 | 26.5 | 22.5 | 18.5 | 27.5 | 20.5 | 17.5 | 17.5 |
| START | 38.6 | 39.6 | 33.3 | 28.7 | 37.1 | 31.2 | 25.0 | 37.9 | 36.5 | 29.0 | 25.3 | 30.7 | 26.0 | 19.2 | 16.3 | 15.5 | 19.4 | 16.0 | 14.2 | 14.1 |
| NO. COMPANIES | 23 | 7 | 10 | 15 | 7 | 6 | 11 | 13 | 7 | 15 | 17 | 15 | 12 | 12 | 13 | 21 | 4 | 4 | 9 | 25 |
| NO. EMPLOYEES | 24 | 7 | 22 | 34 | 9 | 17 | 27 | 19 | 34 | 91 | 63 | 15 | 12 | 23 | 36 | 52 | 4 | 8 | 24 | 83 |

## HARRISBURG, PA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 48.7 | 43.3 | 32.7 | 34.4 | 39.5 | 27.3 | 23.6 | 44.5 | 39.6 | 32.6 | 30.6 | 39.1 | 28.2 | 23.2 | 21.6 | 17.9 | 23.1 | 18.5 | 15.2 | 15.6 |
| AVERAGE | 48.5 | 40.6 | 37.6 | 32.9 | 38.5 | 29.4 | 26.2 | 45.7 | 36.2 | 32.7 | 28.3 | 38.5 | 25.6 | 21.4 | 20.5 | 16.8 | 23.8 | 17.9 | 16.1 | 14.3 |
| 25TH | 36.5 | 35.5 | 31.5 | 29.5 | 33.5 | 24.5 | 22.5 | 41.5 | 32.5 | 29.5 | 25.5 | 30.5 | 22.5 | 20.5 | 18.5 | 15.5 | 21.5 | 16.5 | 14.5 | 13.5 |
| 50TH | 48.5 | 42.5 | 37.5 | 32.5 | 37.5 | 26.5 | 23.5 | 48.5 | 37.5 | 33.5 | 28.5 | 36.5 | 25.5 | 20.5 | 19.5 | 17.5 | 22.5 | 18.5 | 15.5 | 13.5 |
| 75TH | 61.5 | 45.5 | 41.5 | 36.5 | 42.5 | 36.5 | 26.5 | 52.5 | 39.5 | 36.5 | 32.5 | 48.5 | 29.5 | 23.5 | 22.5 | 18.5 | 27.5 | 20.5 | 17.5 | 15.5 |
| START | 39.4 | 34.7 | 29.4 | 25.5 | 31.7 | 24.4 | 22.2 | 36.8 | 29.9 | 26.9 | 23.6 | 30.3 | 23.0 | 18.8 | 17.5 | 15.0 | 19.1 | 14.7 | 13.6 | 12.5 |
| NO. COMPANIES | 22 | 6 | 8 | 9 | 8 | 11 | 15 | 14 | 11 | 22 | 25 | 16 | 16 | 10 | 16 | 23 | 11 | 11 | 10 | 29 |
| NO. EMPLOYEES | 24 | 331 | 199 | 73 | 15 | 105 | 146 | 176 | 344 | 254 | 591 | 22 | 100 | 49 | 282 | 148 | 30 | 19 | 82 | 518 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## HARTFORD, CT

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 83.9 | | 41.0 | 35.7 | | 37.9 | 26.5 | 50.9 | 44.2 | 34.9 | 23.9 | 54.1 | 35.6 | 27.0 | 22.3 | 19.5 | 23.7 | 17.8 | 16.7 | 13.9 |
| AVERAGE | 83.9 | | 45.1 | 33.7 | | 37.9 | 28.1 | 53.9 | 44.5 | 34.9 | 29.4 | 54.1 | 40.3 | 26.0 | 22.1 | 19.4 | 23.8 | 17.7 | 17.1 | 14.2 |
| 25TH | 70.5 | | 39.5 | 31.5 | | 37.5 | 25.5 | 38.5 | 42.5 | 34.5 | 28.5 | 38.5 | 28.5 | 21.5 | 20.5 | 18.5 | 20.5 | 16.5 | 15.5 | 13.5 |
| 50TH | 70.5 | | 39.5 | 31.5 | | 37.5 | 25.5 | 46.5 | 44.5 | 34.5 | 23.5 | 42.5 | 29.5 | 27.5 | 21.5 | 19.5 | 23.5 | 17.5 | 16.5 | 13.5 |
| 75TH | 70.5 | | 50.5 | 36.5 | | 37.5 | 30.5 | 70.5 | 46.5 | 35.5 | 30.5 | 63.5 | 50.5 | 29.5 | 22.5 | 20.5 | 24.5 | 18.5 | 18.5 | 15.5 |
| START | 70.7 | | 35.4 | 28.1 | | 33.2 | 22.9 | 34.2 | 36.8 | 31.2 | 24.5 | 49.6 | 40.3 | 21.6 | 20.0 | 17.3 | 20.3 | 15.4 | 14.5 | 11.8 |
| NO. COMPANIES | 5 | | 2 | 2 | | 1 | 2 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 6 | 6 |
| NO. EMPLOYEES | 5 | | 8 | 16 | | 4 | 13 | 5 | 12 | 23 | 31 | 5 | 7 | 5 | 13 | 25 | 5 | 8 | 24 | 16 |

## LANCASTER, PA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 40.6 | 43.4 | | | | 31.2 | 24.0 | | | 38.5 | 26.0 | 36.9 | 28.1 | | | 17.7 | 20.8 | | | 12.1 |
| AVERAGE | 40.6 | 43.4 | | | | 31.2 | 23.5 | | | 38.5 | 26.0 | 36.9 | 28.1 | | | 17.2 | 20.8 | | | 12.3 |
| 25TH | 38.5 | 32.5 | | | | 31.5 | 21.5 | | | 38.5 | 20.5 | 20.5 | 19.5 | | | 16.5 | 19.5 | | | 11.5 |
| 50TH | 42.5 | 44.5 | | | | 31.5 | 23.5 | | | 38.5 | 20.5 | 20.5 | 21.5 | | | 17.5 | 21.5 | | | 12.5 |
| 75TH | 42.5 | 53.5 | | | | 31.5 | 25.5 | | | 38.5 | 31.5 | 53.5 | 42.5 | | | 17.5 | 21.5 | | | 13.5 |
| START | 29.0 | 31.1 | | | | 26.0 | 20.2 | | | 31.3 | 23.5 | 26.1 | 16.3 | | | 14.7 | 17.2 | | | 11.0 |
| NO. COMPANIES | 5 | 3 | | | | 1 | 3 | | | 1 | 2 | 2 | 3 | | | 5 | 3 | | | 5 |
| NO. EMPLOYEES | 5 | 3 | | | | 3 | 5 | | | 2 | 2 | 2 | 3 | | | 8 | 3 | | | 10 |

## MONTGOMERY COUNTY, PA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 52.1 | 42.1 | 41.7 | 29.2 | 45.6 | 33.7 | 27.5 | 48.1 | 39.8 | 36.2 | 27.4 | 36.6 | 29.8 | 24.9 | 20.2 | 17.0 | 23.4 | 17.9 | 17.5 | 14.2 |
| AVERAGE | 52.1 | 42.1 | 40.7 | 31.3 | 44.2 | 34.0 | 30.4 | 50.4 | 38.9 | 34.8 | 27.6 | 36.6 | 32.4 | 25.7 | 20.9 | 17.2 | 25.3 | 19.0 | 17.6 | 14.9 |
| 25TH | 42.5 | 40.5 | 39.5 | 23.5 | 40.5 | 31.5 | 22.5 | 43.5 | 35.5 | 30.5 | 25.5 | 25.5 | 23.5 | 24.5 | 19.5 | 15.5 | 20.5 | 15.5 | 15.5 | 13.5 |
| 50TH | 48.5 | 46.5 | 43.5 | 32.5 | 41.5 | 31.5 | 30.5 | 52.5 | 38.5 | 33.5 | 26.5 | 34.5 | 30.5 | 25.5 | 21.5 | 17.5 | 23.5 | 17.5 | 17.5 | 14.5 |
| 75TH | 55.5 | 48.5 | 44.5 | 37.5 | 45.5 | 37.5 | 32.5 | 54.5 | 41.5 | 39.5 | 31.5 | 40.5 | 39.5 | 26.5 | 22.5 | 18.5 | 30.5 | 24.5 | 19.5 | 16.5 |
| START | 42.0 | 40.6 | 38.4 | 31.6 | 42.3 | 29.5 | 29.8 | 39.5 | 32.7 | 32.8 | 24.4 | 30.0 | 27.2 | 22.1 | 18.0 | 15.4 | 25.3 | 17.4 | 14.9 | 13.7 |
| NO. COMPANIES | 18 | 9 | 5 | 7 | 6 | 7 | 7 | 7 | 8 | 11 | 18 | 11 | 8 | 7 | 11 | 16 | 10 | 3 | 6 | 15 |
| NO. EMPLOYEES | 19 | 9 | 25 | 35 | 14 | 10 | 37 | 17 | 30 | 69 | 103 | 11 | 12 | 12 | 30 | 28 | 30 | 17 | 107 | 157 |

## NEWARK AREA, NJ (METRO)

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 78.6 | 53.8 | 51.1 | 39.2 | 51.8 | 39.3 | 31.7 | 70.5 | 48.0 | 39.5 | 32.7 | 52.3 | 32.5 | 28.6 | 23.9 | 19.0 | 30.5 | 23.2 | 17.9 | 15.8 |
| AVERAGE | 78.5 | 57.9 | 47.5 | 39.0 | 52.1 | 41.4 | 28.5 | 70.5 | 48.2 | 40.4 | 35.5 | 52.3 | 30.3 | 28.6 | 24.7 | 19.1 | 30.3 | 23.7 | 19.3 | 15.9 |
| 25TH | 68.5 | 48.5 | 42.5 | 36.5 | 47.5 | 35.5 | 25.5 | 68.5 | 47.5 | 33.5 | 30.5 | 44.5 | 32.5 | 28.5 | 23.5 | 17.5 | 26.5 | 19.5 | 17.5 | 15.5 |
| 50TH | 70.5 | 59.5 | 47.5 | 37.5 | 54.5 | 43.5 | 27.5 | 68.5 | 47.5 | 40.5 | 34.5 | 50.5 | 33.5 | 26.5 | 24.5 | 18.5 | 30.5 | 23.5 | 18.5 | 15.5 |
| 75TH | 70.5 | 65.5 | 52.5 | 42.5 | 54.5 | 45.5 | 29.5 | 70.5 | 48.5 | 42.5 | 34.5 | 60.5 | 34.5 | 28.5 | 24.5 | 21.5 | 33.5 | 24.5 | 21.5 | 16.5 |
| START | 62.2 | 47.6 | 38.9 | 35.0 | 44.4 | 33.8 | 25.8 | 59.2 | 37.5 | 31.7 | 29.7 | 45.7 | 23.1 | 22.7 | 22.6 | 18.4 | 23.6 | 19.7 | 16.3 | 14.1 |
| NO. COMPANIES | 5 | 3 | 3 | 5 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 6 | 5 | 2 | 5 | 6 | 3 | 4 | 3 | 3 |
| NO. EMPLOYEES | 5 | 8 | 10 | 9 | 8 | 9 | 20 | 4 | 4 | 13 | 32 | 6 | 10 | 8 | 28 | 23 | 11 | 13 | 90 | 5 |

## NEW YORK, NY

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 76.5 | 64.8 | 49.5 | 40.3 | 60.4 | 29.7 | 26.2 | 63.7 | 43.9 | 37.9 | 32.2 | 52.3 | 30.5 | 26.0 | 22.3 | 18.6 | 30.7 | 22.7 | 17.6 | 15.4 |
| AVERAGE | 76.5 | 64.8 | 47.3 | 39.4 | 60.4 | 29.1 | 24.5 | 66.7 | 46.1 | 39.5 | 32.4 | 52.3 | 33.3 | 25.5 | 22.6 | 19.2 | 29.2 | 22.2 | 19.3 | 18.0 |
| 25TH | 56.5 | 55.5 | 45.5 | 34.5 | 60.5 | 27.5 | 21.5 | 54.5 | 37.5 | 33.5 | 28.5 | 44.5 | 27.5 | 24.5 | 20.5 | 18.5 | 24.5 | 18.5 | 17.5 | 15.5 |
| 50TH | 70.5 | 55.5 | 45.5 | 37.5 | 60.5 | 29.5 | 24.5 | 68.5 | 44.5 | 38.5 | 33.5 | 50.5 | 32.5 | 25.5 | 21.5 | 19.5 | 29.5 | 21.5 | 19.5 | 18.5 |
| 75TH | 70.5 | 70.5 | 50.5 | 41.5 | 60.5 | 30.5 | 27.5 | 70.5 | 50.5 | 47.5 | 36.5 | 59.5 | 38.5 | 26.5 | 25.5 | 20.5 | 35.5 | 22.5 | 21.5 | 18.5 |
| START | 57.9 | 53.6 | 33.0 | 30.0 | 44.9 | 25.0 | 22.2 | 48.4 | 32.9 | 32.1 | 27.3 | 38.3 | 27.1 | 22.2 | 19.8 | 18.0 | 23.3 | 20.5 | 17.0 | 15.6 |
| NO. COMPANIES | 7 | 2 | 2 | 4 | 1 | 3 | 3 | 6 | 5 | 7 | 7 | 7 | 7 | 5 | 6 | 7 | 3 | 4 | 3 | 4 |
| NO. EMPLOYEES | 7 | 2 | 15 | 7 | 4 | 6 | 10 | 8 | 24 | 38 | 48 | 7 | 13 | 12 | 16 | 41 | 4 | 7 | 58 | 58 |

## PHILADELPHIA, PA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 56.4 | 52.1 | 39.3 | 29.0 | 44.3 | 33.5 | 25.9 | 55.2 | 43.9 | 40.0 | 31.2 | 45.3 | 32.1 | 24.2 | 22.8 | 17.0 | 26.4 | 18.7 | 15.7 | 14.4 |
| AVERAGE | 56.4 | 48.7 | 38.8 | 27.3 | 45.9 | 34.2 | 26.6 | 55.4 | 41.8 | 38.0 | 31.0 | 42.5 | 32.2 | 24.4 | 22.1 | 17.1 | 27.3 | 19.3 | 17.2 | 15.2 |
| 25TH | 43.5 | 43.5 | 32.5 | 25.5 | 40.5 | 33.5 | 24.5 | 47.5 | 36.5 | 32.5 | 28.5 | 37.5 | 30.5 | 23.5 | 21.5 | 16.5 | 21.5 | 16.5 | 16.5 | 13.5 |
| 50TH | 56.5 | 48.5 | 37.5 | 27.5 | 47.5 | 33.5 | 26.5 | 54.5 | 44.5 | 37.5 | 30.5 | 41.5 | 31.5 | 23.5 | 21.5 | 16.5 | 25.5 | 18.5 | 17.5 | 14.5 |
| 75TH | 66.5 | 54.5 | 40.5 | 30.5 | 49.5 | 34.5 | 27.5 | 63.5 | 45.5 | 41.5 | 34.5 | 50.5 | 33.5 | 25.5 | 24.5 | 17.5 | 26.5 | 19.5 | 17.5 | 15.5 |
| START | 45.8 | 42.6 | 31.2 | 28.8 | 40.6 | 28.1 | 23.9 | 41.8 | 35.0 | 30.3 | 28.5 | 39.3 | 27.1 | 21.5 | 17.6 | 15.6 | 22.9 | 21.3 | 14.7 | 12.9 |
| NO. COMPANIES | 10 | 3 | 4 | 6 | 3 | 4 | 5 | 3 | 5 | 9 | 10 | 9 | 8 | 5 | 6 | 13 | 4 | 4 | 4 | 8 |
| NO. EMPLOYEES | 10 | 8 | 12 | 18 | 19 | 27 | 14 | 4 | 16 | 45 | 26 | 12 | 10 | 7 | 18 | 23 | 7 | 17 | 69 | 96 |

## PITTSBURGH, PA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | P | S | T |
| WGHTD. AVERAGE | 50.6 | 32.7 | 45.4 | | 34.4 | 29.5 | 29.0 | 45.9 | 29.8 | 35.1 | 27.9 | | 39.0 | 17.0 | 19.5 | 16.2 | | | 17.4 | 18.5 |
| AVERAGE | 50.6 | 32.7 | 47.1 | | 34.4 | 29.5 | 26.7 | 45.2 | 29.8 | 34.1 | 27.9 | | 39.0 | 16.7 | 19.5 | 17.9 | | | 18.7 | 17.3 |
| 25TH | 41.5 | 26.5 | 42.5 | | 24.5 | 27.5 | 19.5 | 38.5 | 29.5 | 23.5 | 27.5 | | 33.5 | 14.5 | 19.5 | 14.5 | | | 15.5 | 13.5 |
| 50TH | 48.5 | 26.5 | 42.5 | | 33.5 | 27.5 | 26.5 | 47.5 | 29.5 | 34.5 | 27.5 | | 37.5 | 17.5 | 19.5 | 16.5 | | | 16.5 | 13.5 |
| 75TH | 58.5 | 38.5 | 52.5 | | 33.5 | 31.5 | 28.5 | 49.5 | 29.5 | 38.5 | 31.5 | | 45.5 | 18.5 | 19.5 | 24.5 | | | 19.5 | 20.5 |
| START | 42.4 | 27.1 | 34.1 | | 30.5 | 21.1 | 23.0 | 34.1 | 0.0 | 28.9 | 23.6 | | 32.5 | 16.1 | 16.5 | 16.8 | | | 16.6 | 17.5 |
| NO. COMPANIES | 7 | 2 | 2 | | 4 | 2 | 4 | 3 | 1 | 6 | 6 | | 3 | 3 | 2 | 7 | | | 5 | 2 |
| NO. EMPLOYEES | 7 | 2 | 3 | | 4 | 2 | 14 | 4 | 2 | 13 | 17 | | 3 | 8 | 3 | 17 | | | 8 | 3 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## PORTLAND, ME

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 27.5 | | | 45.7 | | | | | 38.7 | 37.0 | 27.0 | 41.7 | 22.6 | 21.7 | 22.4 | 13.7 | | 17.3 | 15.2 | 15.9 |
| AVERAGE | 27.5 | | | 45.7 | | | | | 38.7 | 37.0 | 26.7 | 41.7 | 22.6 | 20.1 | 22.4 | 19.7 | | 17.3 | 15.3 | 14.3 |
| 25TH | 15.5 | | | 45.5 | | | | | 38.5 | 37.5 | 21.5 | 38.5 | 22.5 | 15.5 | 22.5 | 18.5 | | 17.5 | 15.5 | 13.5 |
| 50TH | 32.5 | | | 45.5 | | | | | 38.5 | 37.5 | 27.5 | 38.5 | 22.5 | 18.5 | 22.5 | 19.5 | | 17.5 | 15.5 | 13.5 |
| 75TH | 34.5 | | | 45.5 | | | | | 38.5 | 37.5 | 31.5 | 44.5 | 23.5 | 26.5 | 22.5 | 21.5 | | 17.5 | 15.5 | 14.5 |
| START | 22.8 | | | 35.1 | | | | | 31.6 | 31.6 | 21.9 | 31.6 | 17.5 | 13.3 | 19.3 | 18.7 | | 14.4 | 14.3 | 12.7 |
| NO. COMPANIES | 3 | | | 1 | | | | | 1 | 1 | 3 | 2 | 2 | 3 | 1 | 3 | | 1 | 2 | 4 |
| NO. EMPLOYEES | 3 | | | 5 | | | | | 4 | 7 | 5 | 2 | 2 | 4 | 6 | 3 | | 3 | 3 | 80 |

## PROVIDENCE, RI

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 43.1 | | | 36.2 | | | | | | | 28.3 | | | | | 23.3 | | | | 15.2 |
| AVERAGE | 43.1 | | | 33.8 | | | | | | | 28.3 | | | | | 22.2 | | | | 15.2 |
| 25TH | 27.5 | | | 26.5 | | | | | | | 25.5 | | | | | 19.5 | | | | 15.5 |
| 50TH | 45.5 | | | 26.5 | | | | | | | 26.5 | | | | | 19.5 | | | | 15.5 |
| 75TH | 47.5 | | | 41.5 | | | | | | | 33.5 | | | | | 25.5 | | | | 15.5 |
| START | 37.9 | | | 33.8 | | | | | | | 25.4 | | | | | 20.3 | | | | 12.5 |
| NO. COMPANIES | 4 | | | 2 | | | | | | | 3 | | | | | 2 | | | | 1 |
| NO. EMPLOYEES | 4 | | | 3 | | | | | | | 3 | | | | | 3 | | | | 2 |

## READING, PA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 62.3 | 28.0 | 39.2 | 32.7 | 49.4 | 30.9 | 27.9 | 55.5 | 44.9 | 37.0 | 31.2 | 43.4 | 38.1 | 22.2 | 20.3 | 17.1 | 30.7 | 20.0 | 18.2 | 13.6 |
| AVERAGE | 48.3 | 28.0 | 39.2 | 31.5 | 49.4 | 30.2 | 25.9 | 50.6 | 43.3 | 36.0 | 29.2 | 43.4 | 34.0 | 21.9 | 20.4 | 17.1 | 30.7 | 19.4 | 17.9 | 14.3 |
| 25TH | 42.5 | 19.5 | 37.5 | 23.5 | 41.5 | 19.5 | 22.5 | 41.5 | 33.5 | 32.5 | 25.5 | 42.5 | 31.5 | 20.5 | 17.5 | 15.5 | 23.5 | 14.5 | 16.5 | 11.5 |
| 50TH | 47.5 | 24.5 | 37.5 | 32.5 | 46.5 | 31.5 | 29.5 | 52.5 | 40.5 | 36.5 | 29.5 | 42.5 | 34.5 | 21.5 | 18.5 | 16.5 | 32.5 | 19.5 | 16.5 | 13.5 |
| 75TH | 52.5 | 40.5 | 43.5 | 38.5 | 60.5 | 33.5 | 30.5 | 52.5 | 47.5 | 37.5 | 32.5 | 48.5 | 39.5 | 23.5 | 20.5 | 17.5 | 33.5 | 22.5 | 19.5 | 15.5 |
| START | 43.6 | 42.0 | 20.4 | 36.0 | 0.0 | 24.7 | 25.5 | 36.7 | 37.1 | 28.3 | 25.0 | 38.7 | 27.7 | 18.5 | 19.2 | 15.5 | 26.1 | 17.3 | 14.5 | 12.6 |
| NO. COMPANIES | 18 | 3 | 3 | 5 | 3 | 4 | 5 | 8 | 5 | 10 | 11 | 5 | 9 | 9 | 12 | 17 | 4 | 8 | 8 | 12 |
| NO. EMPLOYEES | 42 | 3 | 3 | 6 | 3 | 5 | 11 | 18 | 14 | 23 | 42 | 5 | 18 | 19 | 23 | 38 | 4 | 11 | 25 | 72 |

## ROCHESTER, NY

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | | | | | | | | 42.7 | | 31.7 | 27.5 | | 31.0 | 22.2 | 19.5 | 20.1 | 20.2 | | 15.1 | 12.1 |
| AVERAGE | | | | | | | | 44.5 | | 33.0 | 27.5 | | 31.0 | 22.2 | 19.1 | 20.1 | 20.2 | | 15.1 | 12.1 |
| 25TH | | | | | | | | 39.5 | | 29.5 | 21.5 | | 30.5 | 18.5 | 15.5 | 20.5 | 20.5 | | 13.5 | 11.5 |
| 50TH | | | | | | | | 39.5 | | 29.5 | 21.5 | | 30.5 | 18.5 | 18.5 | 20.5 | 20.5 | | 13.5 | 11.5 |
| 75TH | | | | | | | | 50.5 | | 37.5 | 34.5 | | 32.5 | 25.5 | 25.5 | 20.5 | 20.5 | | 17.5 | 14.5 |
| START | | | | | | | | 40.0 | | 30.0 | 23.5 | | 27.5 | 19.5 | 16.2 | 18.0 | 17.5 | | 14.0 | 11.5 |
| NO. COMPANIES | | | | | | | | 2 | | 2 | 2 | | 2 | 2 | 3 | 2 | 2 | | 2 | 3 |
| NO. EMPLOYEES | | | | | | | | 3 | | 3 | 2 | | 2 | 2 | 4 | 2 | 2 | | 2 | 3 |

## STAMFORD, CT

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 72.2 | 56.7 | 44.6 | 40.4 | | 33.9 | 26.9 | 58.3 | 49.0 | 37.1 | 32.0 | 44.0 | 37.2 | 26.4 | 22.9 | 19.3 | 26.9 | 22.1 | 17.0 | 16.4 |
| AVERAGE | 72.2 | 56.7 | 45.6 | 40.3 | | 33.4 | 26.1 | 58.5 | 49.2 | 37.4 | 32.1 | 44.9 | 37.2 | 27.3 | 22.7 | 19.6 | 26.9 | 22.1 | 17.6 | 16.2 |
| 25TH | 56.5 | 50.5 | 41.5 | 37.5 | | 29.5 | 23.5 | 52.5 | 47.5 | 36.5 | 26.5 | 37.5 | 33.5 | 25.5 | 21.5 | 18.5 | 23.5 | 21.5 | 15.5 | 15.5 |
| 50TH | 68.5 | 50.5 | 45.5 | 39.5 | | 29.5 | 23.5 | 56.5 | 48.5 | 36.5 | 32.5 | 43.5 | 40.5 | 25.5 | 22.5 | 19.5 | 23.5 | 22.5 | 17.5 | 17.5 |
| 75TH | 70.5 | 63.5 | 46.5 | 42.5 | | 37.5 | 29.5 | 58.5 | 50.5 | 38.5 | 34.5 | 52.5 | 41.5 | 28.5 | 23.5 | 20.5 | 30.5 | 22.5 | 20.5 | 17.5 |
| START | 66.2 | 57.0 | 36.2 | 29.1 | | 27.4 | 21.9 | 50.3 | 38.9 | 30.9 | 29.2 | 39.2 | 30.8 | 21.5 | 19.5 | 16.4 | 18.2 | 17.4 | 14.7 | 15.5 |
| NO. COMPANIES | 6 | 2 | 5 | 6 | | 2 | 2 | 4 | 5 | 7 | 8 | 7 | 5 | 6 | 6 | 7 | 2 | 3 | 3 | 4 |
| NO. EMPLOYEES | 6 | 2 | 7 | 13 | | 3 | 14 | 7 | 11 | 18 | 40 | 8 | 7 | 12 | 11 | 21 | 2 | 4 | 5 | 23 |

## SYRACUSE, NY

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 47.5 | 50.1 | 36.0 | 31.3 | 46.2 | 35.2 | 24.2 | 32.8 | 36.1 | 34.5 | 25.7 | 40.9 | 31.1 | 19.9 | 19.5 | 16.6 | 24.3 | 17.9 | 17.5 | 13.8 |
| AVERAGE | 47.5 | 50.1 | 40.1 | 34.9 | 46.5 | 33.9 | 25.6 | 39.6 | 38.1 | 35.3 | 26.4 | 41.0 | 31.1 | 20.3 | 20.8 | 17.1 | 24.5 | 17.9 | 17.9 | 14.7 |
| 25TH | 26.5 | 41.5 | 34.5 | 30.5 | 37.5 | 32.5 | 22.5 | 31.5 | 31.5 | 31.5 | 22.5 | 31.5 | 26.5 | 16.5 | 17.5 | 14.5 | 21.5 | 13.5 | 17.5 | 13.5 |
| 50TH | 47.5 | 43.5 | 34.5 | 31.5 | 45.5 | 32.5 | 26.5 | 31.5 | 39.5 | 34.5 | 28.5 | 39.5 | 27.5 | 20.5 | 19.5 | 16.5 | 23.5 | 17.5 | 18.5 | 13.5 |
| 75TH | 61.5 | 53.5 | 38.5 | 38.5 | 49.5 | 35.5 | 28.5 | 42.5 | 42.5 | 35.5 | 29.5 | 41.5 | 31.5 | 20.5 | 24.5 | 18.5 | 26.5 | 22.5 | 20.5 | 15.5 |
| START | 39.7 | 40.3 | 31.2 | 29.8 | 38.7 | 26.8 | 21.5 | 29.9 | 27.9 | 28.6 | 23.7 | 32.9 | 24.2 | 17.0 | 18.9 | 15.2 | 20.8 | 15.5 | 14.3 | 13.3 |
| NO. COMPANIES | 10 | 4 | 4 | 5 | 4 | 2 | 5 | 2 | 3 | 6 | 9 | 8 | 5 | 4 | 6 | 13 | 7 | 6 | 5 | 9 |
| NO. EMPLOYEES | 10 | 4 | 14 | 48 | 6 | 9 | 17 | 7 | 14 | 59 | 70 | 9 | 6 | 14 | 14 | 43 | 8 | 6 | 21 | 33 |

## WASHINGTON, DC

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 66.9 | 51.7 | 42.2 | 44.2 | 35.4 | 46.9 | 31.6 | 53.5 | 47.9 | 42.3 | 36.1 | 42.4 | 35.6 | 26.1 | 23.6 | 20.4 | 27.3 | 22.5 | 19.9 | 16.8 |
| AVERAGE | 67.2 | 50.8 | 43.1 | 39.7 | 52.3 | 47.2 | 33.0 | 53.6 | 45.1 | 36.5 | 30.9 | 42.6 | 34.2 | 25.4 | 23.5 | 21.0 | 27.9 | 22.5 | 20.4 | 16.6 |
| 25TH | 43.5 | 43.5 | 40.5 | 35.5 | 28.5 | 45.5 | 30.5 | 45.5 | 39.5 | 29.5 | 30.5 | 30.5 | 28.5 | 23.5 | 21.5 | 19.5 | 23.5 | 21.5 | 18.5 | 15.5 |
| 50TH | 64.5 | 47.5 | 41.5 | 38.5 | 53.5 | 48.5 | 30.5 | 50.5 | 41.5 | 36.5 | 32.5 | 41.5 | 31.5 | 24.5 | 23.5 | 21.5 | 26.5 | 23.5 | 19.5 | 16.5 |
| 75TH | 70.5 | 61.5 | 41.5 | 43.5 | 60.5 | 48.5 | 36.5 | 59.5 | 56.5 | 37.5 | 33.5 | 47.5 | 40.5 | 25.5 | 24.5 | 21.5 | 27.5 | 25.5 | 21.5 | 19.5 |
| START | 50.6 | 39.4 | 37.2 | 32.2 | 43.4 | 41.0 | 27.1 | 44.4 | 37.1 | 31.5 | 25.5 | 33.6 | 27.6 | 22.4 | 20.5 | 17.1 | 23.5 | 19.8 | 18.4 | 15.6 |
| NO. COMPANIES | 10 | 6 | 5 | 7 | 4 | 3 | 3 | 8 | 6 | 8 | 9 | 11 | 6 | 5 | 6 | 9 | 9 | 7 | 8 | 11 |
| NO. EMPLOYEES | 11 | 7 | 22 | 46 | 13 | 16 | 17 | 41 | 48 | 165 | 115 | 25 | 8 | 18 | 46 | 38 | 15 | 29 | 55 | 62 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## WESTCHESTER, NY

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 62.5 | 49.1 | 43.5 | 45.7 | | 49.5 | 38.7 | 60.0 | 50.9 | 39.6 | 32.7 | 47.1 | 36.5 | 33.3 | 24.8 | 21.4 | 26.4 | 23.7 | 19.0 | 16.8 |
| AVERAGE | 62.5 | 49.1 | 44.0 | 42.4 | | 49.1 | 35.9 | 60.0 | 47.7 | 36.9 | 32.9 | 44.2 | 36.5 | 31.0 | 24.8 | 20.3 | 28.4 | 24.0 | 19.3 | 17.3 |
| 25TH | 52.5 | 46.5 | 39.5 | 41.5 | | 44.5 | 29.5 | 53.5 | 42.5 | 38.5 | 29.5 | 30.5 | 30.5 | 26.5 | 24.5 | 19.5 | 22.5 | 23.5 | 17.5 | 15.5 |
| 50TH | 60.5 | 47.5 | 42.5 | 44.5 | | 51.5 | 33.5 | 61.5 | 47.5 | 41.5 | 31.5 | 41.5 | 38.5 | 29.5 | 24.5 | 20.5 | 28.5 | 23.5 | 19.5 | 16.5 |
| 75TH | 70.5 | 49.5 | 42.5 | 46.5 | | 51.5 | 41.5 | 65.5 | 51.5 | 42.5 | 35.5 | 57.5 | 43.5 | 33.5 | 25.5 | 21.5 | 30.5 | 25.5 | 20.5 | 18.5 |
| START | 51.6 | 34.5 | 32.1 | 30.0 | | 33.1 | 26.4 | 44.1 | 39.7 | 36.5 | 26.0 | 36.0 | 28.6 | 24.2 | 20.8 | 18.5 | 25.1 | 18.3 | 15.6 | 15.0 |
| NO. COMPANIES | 18 | 5 | 4 | 5 | | 3 | 6 | 7 | 8 | 6 | 16 | 10 | 10 | 4 | 6 | 18 | 4 | 3 | 7 | 15 |
| NO. EMPLOYEES | 18 | 5 | 6 | 22 | | 14 | 24 | 7 | 21 | 13 | 29 | 12 | 10 | 12 | 22 | 63 | 4 | 5 | 16 | 54 |

## WILMINGTON, DE

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 46.3 | 53.2 | 53.3 | 46.7 | | 52.9 | | | 45.3 | 31.5 | 31.9 | 51.0 | 27.8 | | 22.0 | 18.9 | 31.1 | 17.9 | 16.9 | 13.6 |
| AVERAGE | 46.3 | 51.6 | 53.3 | 46.7 | | 52.8 | | | 43.7 | 31.5 | 28.2 | 51.0 | 23.5 | | 20.1 | 18.0 | 31.1 | 18.2 | 19.7 | 14.9 |
| 25TH | 39.5 | 45.5 | 53.5 | 46.5 | | 52.5 | | | 41.5 | 30.5 | 23.5 | 38.5 | 16.5 | | 15.5 | 13.5 | 22.5 | 17.5 | 15.5 | 11.5 |
| 50TH | 43.5 | 54.5 | 53.5 | 46.5 | | 52.5 | | | 41.5 | 30.5 | 24.5 | 38.5 | 19.5 | | 18.5 | 18.5 | 30.5 | 18.5 | 15.5 | 12.5 |
| 75TH | 56.5 | 54.5 | 53.5 | 46.5 | | 52.5 | | | 46.5 | 32.5 | 33.5 | 64.5 | 34.5 | | 19.5 | 21.5 | 40.5 | 19.5 | 24.5 | 16.5 |
| START | 36.3 | 40.6 | 38.4 | 37.6 | | 39.3 | | | 34.5 | 26.9 | 24.3 | 37.3 | 20.7 | | 17.4 | 15.7 | 25.1 | 14.6 | 14.1 | 12.5 |
| NO. COMPANIES | 3 | 3 | 1 | 1 | | 1 | | | 2 | 2 | 6 | 2 | 3 | | 4 | 5 | 3 | 3 | 2 | 7 |
| NO. EMPLOYEES | 3 | 6 | 5 | 8 | | 4 | | | 6 | 2 | 15 | 2 | 5 | | 9 | 12 | 3 | 4 | 5 | 32 |

## YORK, PA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 47.0 | 35.4 | 39.2 | 31.1 | | | 24.7 | 39.1 | 34.9 | 31.3 | 26.6 | 43.8 | 27.4 | 19.3 | 18.8 | 17.3 | 24.2 | 19.1 | 16.2 | 14.6 |
| AVERAGE | 47.0 | 35.4 | 36.3 | 31.1 | | | 24.8 | 39.1 | 36.2 | 33.2 | 26.4 | 43.8 | 27.4 | 19.2 | 18.4 | 16.5 | 24.2 | 19.1 | 16.1 | 14.6 |
| 25TH | 36.5 | 29.5 | 35.5 | 29.5 | | | 21.5 | 33.5 | 30.5 | 32.5 | 23.5 | 43.5 | 25.5 | 18.5 | 16.5 | 14.5 | 19.5 | 18.5 | 15.5 | 13.5 |
| 50TH | 43.5 | 36.5 | 37.5 | 29.5 | | | 24.5 | 39.5 | 32.5 | 32.5 | 26.5 | 45.5 | 27.5 | 18.5 | 17.5 | 15.5 | 26.5 | 18.5 | 16.5 | 14.5 |
| 75TH | 56.5 | 40.5 | 41.5 | 32.5 | | | 26.5 | 45.5 | 37.5 | 36.5 | 31.5 | 47.5 | 28.5 | 19.5 | 18.5 | 16.5 | 26.5 | 19.5 | 16.5 | 16.5 |
| START | 35.6 | 28.9 | 29.1 | 25.1 | | | 18.2 | 35.0 | 31.9 | 25.9 | 22.7 | 39.4 | 23.6 | 17.7 | 16.4 | 14.3 | 21.0 | 14.6 | 13.6 | 12.3 |
| NO. COMPANIES | 12 | 3 | 3 | 4 | | | 4 | 7 | 4 | 6 | 10 | 5 | 8 | 6 | 8 | 11 | 3 | 2 | 6 | 11 |
| NO. EMPLOYEES | 12 | 3 | 4 | 4 | | | 12 | 7 | 9 | 13 | 27 | 5 | 10 | 8 | 11 | 20 | 3 | 3 | 8 | 33 |

## EAST CENTRAL UNITED STATES

### AKRON-CANTON, OH

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 70.3 | 43.5 | 38.0 | 30.4 | 48.3 | 28.2 | 24.0 | 51.7 | 53.2 | 39.5 | 30.3 | 59.0 | 33.5 | 31.3 | 26.9 | 25.1 | | 28.3 | 20.5 | 16.1 |
| AVERAGE | 70.3 | 43.5 | 38.0 | 30.4 | 48.3 | 28.2 | 24.0 | 51.7 | 50.2 | 39.3 | 28.0 | 59.0 | 35.1 | 36.7 | 27.8 | 25.2 | | 28.3 | 20.3 | 16.0 |
| 25TH | 49.5 | 43.5 | 36.5 | 30.5 | 48.5 | 28.5 | 24.5 | 47.5 | 37.5 | 31.5 | 23.5 | 33.5 | 31.5 | 26.5 | 22.5 | 20.5 | | 24.5 | 18.5 | 15.5 |
| 50TH | 59.5 | 43.5 | 38.5 | 30.5 | 48.5 | 28.5 | 24.5 | 47.5 | 55.5 | 38.5 | 26.5 | 49.5 | 31.5 | 28.5 | 24.5 | 21.5 | | 24.5 | 18.5 | 15.5 |
| 75TH | 70.5 | 43.5 | 38.5 | 30.5 | 48.5 | 28.5 | 24.5 | 55.5 | 57.5 | 44.5 | 29.5 | 70.5 | 39.5 | 55.5 | 30.5 | 26.5 | | 31.5 | 21.5 | 16.5 |
| START | 68.1 | 40.6 | 36.9 | 27.9 | 44.7 | 27.9 | 25.5 | 49.1 | 44.6 | 33.9 | 26.6 | 58.4 | 30.6 | 32.6 | 23.8 | 21.7 | | 22.3 | 16.7 | 13.6 |
| NO. COMPANIES | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | | 2 | 4 | 2 |
| NO. EMPLOYEES | 4 | 5 | 5 | 7 | 3 | 6 | 3 | 2 | 12 | 20 | 6 | 4 | 7 | 7 | 8 | 8 | | 2 | 10 | 4 |

### BATTLECREEK-KALAMAZOO, MI

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 45.6 | 41.1 | 39.3 | 30.7 | 40.8 | 32.4 | 30.4 | 42.3 | 39.2 | 34.7 | 31.2 | 43.5 | 29.0 | 26.9 | 22.1 | 19.5 | 31.8 | 23.8 | 20.7 | 16.7 |
| AVERAGE | 44.9 | 40.8 | 37.8 | 28.6 | 40.0 | 29.4 | 24.4 | 41.1 | 39.5 | 35.1 | 30.3 | 42.6 | 28.6 | 26.4 | 20.9 | 18.7 | 29.5 | 24.4 | 18.2 | 16.0 |
| 25TH | 27.5 | 34.5 | 29.5 | 25.5 | 38.5 | 20.5 | 21.5 | 45.5 | 39.5 | 31.5 | 27.5 | 36.5 | 23.5 | 19.5 | 17.5 | 17.5 | 23.5 | 20.5 | 16.5 | 14.5 |
| 50TH | 45.5 | 41.5 | 35.5 | 27.5 | 38.5 | 28.5 | 21.5 | 45.5 | 39.5 | 37.5 | 30.5 | 46.5 | 27.5 | 23.5 | 21.5 | 19.5 | 27.5 | 20.5 | 17.5 | 15.5 |
| 75TH | 58.5 | 47.5 | 39.5 | 31.5 | 41.5 | 31.5 | 23.5 | 46.5 | 40.5 | 38.5 | 33.5 | 46.5 | 31.5 | 29.5 | 23.5 | 19.5 | 38.5 | 28.5 | 22.5 | 17.5 |
| START | 38.9 | 34.2 | 34.0 | 25.0 | 34.8 | 30.4 | 22.3 | 34.1 | 34.6 | 31.1 | 27.3 | 34.9 | 24.6 | 22.5 | 19.3 | 18.1 | 21.1 | 19.9 | 15.4 | 14.5 |
| NO. COMPANIES | 15 | 3 | 4 | 7 | 2 | 4 | 4 | 5 | 2 | 6 | 7 | 5 | 5 | 8 | 10 | 12 | 3 | 2 | 7 | 12 |
| NO. EMPLOYEES | 16 | 11 | 39 | 29 | 11 | 21 | 37 | 5 | 4 | 38 | 50 | 6 | 9 | 24 | 55 | 88 | 18 | 7 | 81 | 101 |

### CHICAGO, IL

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 59.8 | 40.7 | 39.8 | 34.5 | 44.9 | 36.2 | 30.0 | 52.3 | 44.2 | 36.5 | 31.5 | 47.4 | 35.5 | 24.6 | 21.4 | 17.1 | 25.7 | 20.3 | 16.1 | 15.2 |
| AVERAGE | 59.3 | 45.7 | 42.3 | 35.2 | 46.1 | 36.4 | 26.8 | 51.7 | 47.5 | 38.0 | 29.9 | 45.8 | 35.4 | 23.8 | 20.3 | 19.4 | 25.7 | 20.9 | 16.8 | 15.5 |
| 25TH | 46.5 | 30.5 | 41.5 | 30.5 | 36.5 | 22.5 | 20.5 | 47.5 | 39.5 | 36.5 | 26.5 | 35.5 | 29.5 | 22.5 | 18.5 | 16.5 | 22.5 | 19.5 | 16.5 | 14.5 |
| 50TH | 56.5 | 45.5 | 43.5 | 35.5 | 46.5 | 36.5 | 25.5 | 49.5 | 50.5 | 37.5 | 30.5 | 41.5 | 33.5 | 24.5 | 20.5 | 18.5 | 25.5 | 20.5 | 17.5 | 15.5 |
| 75TH | 70.5 | 48.5 | 45.5 | 41.5 | 56.5 | 39.5 | 31.5 | 56.5 | 53.5 | 40.5 | 33.5 | 53.5 | 36.5 | 24.5 | 21.5 | 22.5 | 28.5 | 23.5 | 21.5 | 16.5 |
| START | 47.8 | 33.8 | 35.3 | 29.2 | 38.1 | 29.6 | 22.7 | 43.7 | 39.0 | 30.1 | 25.1 | 37.9 | 31.4 | 21.5 | 18.3 | 16.3 | 22.1 | 17.1 | 15.7 | 13.7 |
| NO. COMPANIES | 20 | 4 | 5 | 14 | 7 | 4 | 10 | 10 | 7 | 15 | 20 | 14 | 12 | 8 | 8 | 24 | 11 | 6 | 11 | 17 |
| NO. EMPLOYEES | 20 | 6 | 32 | 36 | 8 | 20 | 29 | 33 | 72 | 124 | 117 | 15 | 17 | 24 | 57 | 124 | 11 | 9 | 24 | 89 |

### CHICAGO (NORTH/WEST), IL

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 53.1 | 52.9 | 43.5 | 43.0 | 55.6 | 34.6 | 30.6 | 49.3 | 45.7 | 37.4 | 36.1 | 41.9 | 35.2 | 24.9 | 21.7 | 19.1 | 31.9 | 21.5 | 19.3 | 15.9 |
| AVERAGE | 53.1 | 52.9 | 38.1 | 33.2 | 55.6 | 29.2 | 30.6 | 49.1 | 42.0 | 34.6 | 30.4 | 41.6 | 31.2 | 24.5 | 21.2 | 18.6 | 32.2 | 21.4 | 18.0 | 16.4 |
| 25TH | 40.5 | 30.5 | 30.5 | 20.5 | 55.5 | 16.5 | 23.5 | 43.5 | 41.5 | 32.5 | 26.5 | 35.5 | 28.5 | 20.5 | 20.5 | 16.5 | 24.5 | 17.5 | 16.5 | 15.5 |
| 50TH | 56.5 | 61.5 | 30.5 | 20.5 | 55.5 | 16.5 | 30.5 | 44.5 | 43.5 | 34.5 | 29.5 | 40.5 | 30.5 | 26.5 | 21.5 | 19.5 | 28.5 | 22.5 | 18.5 | 16.5 |
| 75TH | 61.5 | 67.5 | 46.5 | 46.5 | 55.5 | 40.5 | 32.5 | 50.5 | 46.5 | 37.5 | 33.5 | 45.5 | 33.5 | 27.5 | 22.5 | 20.5 | 36.5 | 22.5 | 20.5 | 16.5 |
| START | 42.3 | 40.0 | 35.7 | 27.3 | 40.1 | 24.4 | 26.6 | 36.3 | 37.6 | 31.7 | 26.6 | 35.9 | 27.1 | 19.6 | 18.7 | 16.2 | 27.3 | 16.7 | 14.2 | 14.5 |
| NO. COMPANIES | 14 | 3 | 2 | 2 | 1 | 2 | 3 | 10 | 5 | 13 | 12 | 12 | 7 | 6 | 10 | 15 | 8 | 6 | 10 | 13 |
| NO. EMPLOYEES | 14 | 3 | 6 | 16 | 3 | 4 | 17 | 13 | 24 | 103 | 82 | 12 | 20 | 11 | 25 | 65 | 11 | 13 | 56 | 38 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## CINCINNATI, OH

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 53.9 | 48.1 | 43.3 | 37.4 | 50.7 | 32.9 | 27.1 | 42.5 | 41.3 | 33.4 | 28.2 | 43.1 | 31.5 | 23.7 | 21.8 | 17.5 | 27.2 | 19.0 | 16.5 | 16.2 |
| AVERAGE | 53.9 | 48.7 | 42.4 | 36.1 | 50.7 | 34.0 | 25.5 | 41.7 | 39.4 | 34.4 | 28.4 | 43.1 | 30.5 | 23.2 | 21.4 | 18.0 | 26.1 | 19.6 | 16.7 | 15.2 |
| 25TH | 43.5 | 34.5 | 39.5 | 32.5 | 49.5 | 28.5 | 23.5 | 30.5 | 34.5 | 31.5 | 25.5 | 34.5 | 27.5 | 18.5 | 19.5 | 15.5 | 23.5 | 17.5 | 15.5 | 13.5 |
| 50TH | 47.5 | 50.5 | 42.5 | 35.5 | 50.5 | 31.5 | 25.5 | 50.5 | 40.5 | 34.5 | 28.5 | 46.5 | 28.5 | 22.5 | 20.5 | 18.5 | 25.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 59.5 | 51.5 | 44.5 | 42.5 | 50.5 | 33.5 | 26.5 | 52.5 | 43.5 | 36.5 | 32.5 | 48.5 | 32.5 | 24.5 | 23.5 | 19.5 | 28.5 | 21.5 | 17.5 | 16.5 |
| START | 41.3 | 36.2 | 34.3 | 31.0 | 37.7 | 25.6 | 22.6 | 35.8 | 31.9 | 29.2 | 25.8 | 33.9 | 29.0 | 19.7 | 18.4 | 15.8 | 20.9 | 16.2 | 14.6 | 13.6 |
| NO. COMPANIES | 21 | 4 | 5 | 11 | 5 | 6 | 9 | 13 | 11 | 13 | 23 | 15 | 16 | 14 | 16 | 30 | 10 | 9 | 12 | 23 |
| NO. EMPLOYEES | 21 | 6 | 26 | 53 | 5 | 21 | 28 | 20 | 43 | 112 | 138 | 15 | 27 | 28 | 45 | 101 | 16 | 12 | 34 | 133 |

## CLEVELAND, OH

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 66.1 | 61.7 | 45.0 | 39.7 | | 26.9 | 22.6 | 50.1 | 43.2 | 29.3 | 29.6 | 47.4 | 33.4 | 27.1 | 24.1 | 25.6 | 30.1 | | 22.0 | 15.8 |
| AVERAGE | 66.1 | 61.7 | 42.4 | 38.0 | | 27.9 | 23.3 | 52.3 | 41.5 | 33.5 | 30.1 | 47.4 | 36.4 | 28.1 | 23.5 | 21.1 | 30.1 | | 19.8 | 15.7 |
| 25TH | 50.5 | 58.5 | 39.5 | 36.5 | | 22.5 | 21.5 | 43.5 | 35.5 | 27.5 | 24.5 | 42.5 | 31.5 | 24.5 | 21.5 | 17.5 | 24.5 | | 17.5 | 14.5 |
| 50TH | 59.5 | 58.5 | 39.5 | 36.5 | | 22.5 | 23.5 | 51.5 | 35.5 | 32.5 | 30.5 | 46.5 | 34.5 | 29.5 | 23.5 | 16.5 | 28.5 | | 17.5 | 14.5 |
| 75TH | 62.5 | 64.5 | 49.5 | 41.5 | | 33.5 | 25.5 | 62.5 | 47.5 | 40.5 | 32.5 | 53.5 | 36.5 | 30.5 | 24.5 | 25.5 | 31.5 | | 22.5 | 17.5 |
| START | 0.0 | 0.0 | 0.0 | 32.6 | | 0.0 | 21.4 | 42.3 | 38.7 | 32.6 | 28.9 | 38.7 | 26.6 | 20.2 | 19.0 | 17.1 | 25.8 | | 0.0 | 13.6 |
| NO. COMPANIES | 4 | 2 | 3 | 3 | | 2 | 3 | 3 | 2 | 3 | 4 | 5 | 5 | 3 | 5 | 7 | 4 | | 2 | 6 |
| NO. EMPLOYEES | 4 | 2 | 12 | 33 | | 5 | 9 | 16 | 30 | 18 | 15 | 5 | 11 | 18 | 22 | 24 | 4 | | 10 | 35 |

## COLUMBUS, OH

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 44.6 | 48.7 | 34.5 | 31.0 | 47.0 | 31.2 | 25.8 | 44.9 | 39.1 | 33.7 | 29.2 | 42.4 | 34.9 | 24.0 | 19.9 | 18.2 | 23.2 | 17.9 | 15.5 | 15.1 |
| AVERAGE | 49.3 | 46.0 | 36.7 | 32.2 | 46.5 | 30.0 | 24.9 | 46.4 | 41.1 | 34.5 | 28.6 | 42.8 | 33.8 | 22.4 | 20.4 | 18.0 | 24.5 | 18.6 | 16.6 | 14.9 |
| 25TH | 35.5 | 36.5 | 31.5 | 27.5 | 45.5 | 29.5 | 20.5 | 42.5 | 36.5 | 29.5 | 25.5 | 34.5 | 29.5 | 19.5 | 18.5 | 15.5 | 19.5 | 16.5 | 14.5 | 14.5 |
| 50TH | 51.5 | 48.5 | 36.5 | 31.5 | 46.5 | 29.5 | 24.5 | 45.5 | 39.5 | 35.5 | 29.5 | 41.5 | 30.5 | 21.5 | 19.5 | 17.5 | 23.5 | 17.5 | 16.5 | 14.5 |
| 75TH | 57.5 | 51.5 | 41.5 | 37.5 | 46.5 | 34.5 | 26.5 | 52.5 | 44.5 | 36.5 | 31.5 | 51.5 | 39.5 | 24.5 | 22.5 | 20.5 | 27.5 | 18.5 | 18.5 | 15.5 |
| START | 40.0 | 33.5 | 27.6 | 25.0 | 36.7 | 24.9 | 22.2 | 37.7 | 32.4 | 28.0 | 24.3 | 34.0 | 26.3 | 19.3 | 17.5 | 15.9 | 19.6 | 15.5 | 14.4 | 13.2 |
| NO. COMPANIES | 35 | 11 | 11 | 18 | 10 | 11 | 23 | 19 | 12 | 26 | 35 | 23 | 14 | 19 | 21 | 35 | 18 | 13 | 14 | 30 |
| NO. EMPLOYEES | 46 | 30 | 44 | 84 | 17 | 52 | 166 | 165 | 155 | 322 | 376 | 26 | 69 | 59 | 104 | 102 | 33 | 37 | 153 | 138 |

## DAYTON, OH

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 61.0 | 52.3 | 43.6 | 33.0 | 48.1 | 42.2 | 31.5 | 49.5 | 39.6 | 37.6 | 27.8 | 45.8 | 35.3 | 23.3 | 21.1 | 17.7 | 32.0 | 21.4 | 14.4 | 14.1 |
| AVERAGE | 61.0 | 52.3 | 42.8 | 34.0 | 46.5 | 37.2 | 32.6 | 51.9 | 39.9 | 40.6 | 28.2 | 45.6 | 34.4 | 23.5 | 21.3 | 17.9 | 27.6 | 20.3 | 16.3 | 14.2 |
| 25TH | 52.5 | 47.5 | 37.5 | 31.5 | 39.5 | 32.5 | 27.5 | 46.5 | 37.5 | 35.5 | 25.5 | 36.5 | 31.5 | 21.5 | 19.5 | 15.5 | 21.5 | 17.5 | 14.5 | 12.5 |
| 50TH | 58.5 | 52.5 | 42.5 | 33.5 | 42.5 | 35.5 | 29.5 | 48.5 | 38.5 | 37.5 | 27.5 | 39.5 | 34.5 | 23.5 | 19.5 | 16.5 | 25.5 | 17.5 | 16.5 | 13.5 |
| 75TH | 70.5 | 56.5 | 43.5 | 35.5 | 52.5 | 43.5 | 32.5 | 56.5 | 40.5 | 39.5 | 31.5 | 57.5 | 36.5 | 24.5 | 22.5 | 19.5 | 27.5 | 23.5 | 17.5 | 13.5 |
| START | 51.4 | 50.3 | 39.3 | 32.1 | 40.1 | 34.2 | 29.1 | 37.7 | 32.4 | 29.3 | 24.7 | 34.1 | 29.0 | 21.3 | 18.4 | 16.5 | 23.7 | 17.0 | 14.2 | 12.6 |
| NO. COMPANIES | 13 | 5 | 4 | 6 | 3 | 3 | 8 | 10 | 10 | 10 | 10 | 12 | 11 | 7 | 10 | 17 | 5 | 6 | 5 | 6 |
| NO. EMPLOYEES | 13 | 5 | 24 | 29 | 13 | 62 | 84 | 19 | 31 | 41 | 45 | 12 | 15 | 24 | 37 | 63 | 14 | 30 | 56 | 87 |

## DETROIT, MI

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 53.8 | | 48.0 | 44.7 | | 34.4 | 26.0 | 57.1 | 41.5 | 43.2 | 30.0 | 44.6 | 29.2 | | 23.3 | 15.7 | 22.8 | 19.2 | 17.4 | 14.6 |
| AVERAGE | 53.8 | | 51.3 | 44.2 | | 32.3 | 27.1 | 57.1 | 41.5 | 40.0 | 28.5 | 44.6 | 23.8 | | 22.1 | 17.7 | 22.3 | 19.2 | 19.5 | 13.3 |
| 25TH | 54.5 | | 46.5 | 40.5 | | 27.5 | 23.5 | 57.5 | 31.5 | 28.5 | 24.5 | 31.5 | 23.5 | | 19.5 | 17.5 | 20.5 | 19.5 | 16.5 | 12.5 |
| 50TH | 55.5 | | 48.5 | 40.5 | | 31.5 | 23.5 | 57.5 | 31.5 | 38.5 | 28.5 | 31.5 | 23.5 | | 22.5 | 18.5 | 20.5 | 19.5 | 16.5 | 13.5 |
| 75TH | 55.5 | | 57.5 | 48.5 | | 37.5 | 30.5 | 57.5 | 51.5 | 53.5 | 33.5 | 57.5 | 33.5 | | 25.5 | 13.5 | 24.5 | 19.5 | 22.5 | 14.5 |
| START | 46.4 | | 43.0 | 39.2 | | 28.4 | 24.8 | 47.5 | 37.1 | 34.3 | 26.1 | 38.1 | 26.4 | | 20.0 | 16.2 | 19.9 | 17.1 | 15.5 | 14.3 |
| NO. COMPANIES | 5 | | 2 | 2 | | 3 | 2 | 1 | 2 | 3 | 5 | 2 | 3 | | 3 | 5 | 2 | 1 | 2 | 5 |
| NO. EMPLOYEES | 5 | | 7 | 3 | | 21 | 14 | 5 | 2 | 4 | 21 | 2 | 4 | | 9 | 16 | 2 | 13 | 12 | 28 |

## EVANSVILLE, IN

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 42.8 | | | 36.6 | | 26.4 | 20.8 | 42.2 | | 33.4 | 28.3 | 35.9 | 23.6 | 21.0 | 21.5 | 16.3 | 21.5 | | 13.2 | 13.7 |
| AVERAGE | 42.8 | | | 35.3 | | 26.4 | 20.8 | 42.2 | | 32.9 | 27.3 | 35.9 | 25.2 | 20.9 | 19.3 | 16.6 | 21.1 | | 13.3 | 14.2 |
| 25TH | 20.5 | | | 31.5 | | 25.5 | 19.5 | 40.5 | | 28.5 | 22.5 | 30.5 | 17.5 | 18.5 | 15.5 | 13.5 | 20.5 | | 13.5 | 11.5 |
| 50TH | 45.5 | | | 31.5 | | 25.5 | 20.5 | 40.5 | | 32.5 | 24.5 | 35.5 | 20.5 | 20.5 | 18.5 | 14.5 | 20.5 | | 13.5 | 12.5 |
| 75TH | 49.5 | | | 39.5 | | 27.5 | 21.5 | 44.5 | | 37.5 | 27.5 | 42.5 | 23.5 | 21.5 | 21.5 | 17.5 | 22.5 | | 13.5 | 15.5 |
| START | 36.5 | | | 31.5 | | 23.5 | 19.1 | 33.6 | | 28.7 | 23.3 | 27.4 | 19.2 | 18.1 | 15.7 | 14.3 | 16.3 | | 12.5 | 12.2 |
| NO. COMPANIES | 8 | | | 2 | | 2 | 3 | 2 | | 3 | 4 | 3 | 4 | 4 | 6 | 9 | 2 | | 2 | 5 |
| NO. EMPLOYEES | 8 | | | 3 | | 2 | 8 | 2 | | 10 | 13 | 3 | 5 | 6 | 14 | 20 | 3 | | 3 | 12 |

## FORT WAYNE, IN

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 56.4 | 49.2 | 39.6 | 39.7 | 45.6 | 44.2 | 26.2 | 46.5 | 42.7 | 37.1 | 29.9 | 39.6 | 27.0 | 24.0 | 20.4 | 18.3 | 27.8 | 20.2 | 16.4 | 12.8 |
| AVERAGE | 56.4 | 49.2 | 39.0 | 37.4 | 45.0 | 38.4 | 29.1 | 44.9 | 40.4 | 35.1 | 27.9 | 40.2 | 26.9 | 24.0 | 20.9 | 18.9 | 26.6 | 20.2 | 17.9 | 14.1 |
| 25TH | 45.5 | 44.5 | 35.5 | 32.5 | 42.5 | 24.5 | 26.5 | 41.5 | 39.5 | 30.5 | 23.5 | 32.5 | 21.5 | 21.5 | 17.5 | 15.5 | 26.5 | 14.5 | 14.5 | 12.5 |
| 50TH | 53.5 | 50.5 | 38.5 | 37.5 | 44.5 | 42.5 | 28.5 | 44.5 | 42.5 | 34.5 | 29.5 | 39.5 | 26.5 | 22.5 | 19.5 | 18.5 | 27.5 | 20.5 | 17.5 | 14.5 |
| 75TH | 64.5 | 52.5 | 42.5 | 44.5 | 46.5 | 48.5 | 33.5 | 49.5 | 44.5 | 39.5 | 31.5 | 49.5 | 30.5 | 25.5 | 22.5 | 21.5 | 29.5 | 27.5 | 17.5 | 17.5 |
| START | 41.1 | 34.4 | 33.2 | 29.8 | 38.2 | 26.8 | 25.4 | 35.7 | 34.9 | 29.3 | 23.9 | 30.0 | 24.9 | 21.1 | 17.2 | 15.2 | 25.3 | 15.8 | 17.6 | 13.0 |
| NO. COMPANIES | 14 | 3 | 3 | 7 | 4 | 3 | 5 | 14 | 10 | 15 | 17 | 16 | 11 | 13 | 12 | 20 | 5 | 7 | 8 | 15 |
| NO. EMPLOYEES | 14 | 3 | 4 | 29 | 7 | 7 | 15 | 36 | 48 | 79 | 171 | 20 | 17 | 23 | 29 | 71 | 9 | 15 | 38 | 79 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## GRAND RAPIDS, MI

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 50.2 | 38.6 | 36.9 | 31.0 | 38.5 | 29.1 | 21.9 | 54.8 | 46.6 | 36.7 | 30.5 | 39.6 | 34.9 | 26.3 | 24.1 | 19.9 | 24.8 | 20.2 | 19.0 | 14.8 |
| AVERAGE | 50.2 | 38.6 | 36.9 | 33.1 | 38.5 | 31.2 | 22.3 | 49.2 | 44.8 | 32.0 | 29.0 | 39.6 | 33.3 | 24.0 | 22.9 | 20.1 | 25.2 | 19.8 | 18.9 | 14.5 |
| 25TH | 41.5 | 32.5 | 33.5 | 29.5 | 36.5 | 24.5 | 20.5 | 32.5 | 42.5 | 28.5 | 27.5 | 33.5 | 30.5 | 19.5 | 20.5 | 18.5 | 22.5 | 18.5 | 17.5 | 12.5 |
| 50TH | 46.5 | 34.5 | 35.5 | 29.5 | 37.5 | 32.5 | 23.5 | 47.5 | 42.5 | 30.5 | 31.5 | 39.5 | 33.5 | 20.5 | 22.5 | 19.5 | 23.5 | 19.5 | 18.5 | 15.5 |
| 75TH | 53.5 | 43.5 | 41.5 | 35.5 | 41.5 | 37.5 | 23.5 | 56.5 | 47.5 | 36.5 | 32.5 | 42.5 | 40.5 | 26.5 | 25.5 | 22.5 | 25.5 | 20.5 | 19.5 | 16.5 |
| START | 39.8 | 31.3 | 25.7 | 27.3 | 31.4 | 27.1 | 19.7 | 43.0 | 34.2 | 27.2 | 26.1 | 36.2 | 27.7 | 18.6 | 19.4 | 16.8 | 20.6 | 16.5 | 16.3 | 12.2 |
| NO. COMPANIES | 15 | 4 | 3 | 6 | 3 | 3 | 3 | 4 | 2 | 7 | 13 | 6 | 7 | 4 | 6 | 13 | 6 | 6 | 7 | 9 |
| NO. EMPLOYEES | 15 | 4 | 3 | 13 | 3 | 12 | 11 | 6 | 14 | 33 | 48 | 6 | 9 | 14 | 19 | 42 | 7 | 9 | 16 | 44 |

## INDIANAPOLIS, IN

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 53.1 | 47.6 | 42.7 | 33.9 | 45.1 | 27.8 | 29.3 | 48.6 | 42.2 | 36.9 | 30.0 | 43.8 | 30.4 | 22.0 | 19.9 | 17.6 | 23.4 | 23.1 | 17.2 | 15.0 |
| AVERAGE | 53.6 | 48.6 | 42.4 | 32.2 | 44.3 | 29.5 | 30.6 | 49.1 | 40.2 | 35.5 | 28.6 | 43.6 | 30.9 | 22.5 | 19.9 | 17.6 | 23.4 | 20.8 | 15.7 | 14.5 |
| 25TH | 48.5 | 37.5 | 38.5 | 29.5 | 33.5 | 27.5 | 22.5 | 39.5 | 34.5 | 33.5 | 26.5 | 37.5 | 25.5 | 21.5 | 17.5 | 15.5 | 18.5 | 16.5 | 13.5 | 12.5 |
| 50TH | 56.5 | 49.5 | 41.5 | 31.5 | 46.5 | 30.5 | 26.5 | 45.5 | 38.5 | 35.5 | 27.5 | 39.5 | 30.5 | 22.5 | 19.5 | 18.5 | 20.5 | 18.5 | 13.5 | 13.5 |
| 75TH | 70.5 | 54.5 | 46.5 | 34.5 | 53.5 | 30.5 | 30.5 | 50.5 | 44.5 | 39.5 | 32.5 | 44.5 | 35.5 | 24.5 | 21.5 | 19.5 | 27.5 | 23.5 | 17.5 | 15.5 |
| START | 47.4 | 35.5 | 33.0 | 26.4 | 33.5 | 25.6 | 24.3 | 36.7 | 32.7 | 27.7 | 23.5 | 34.3 | 24.3 | 19.0 | 17.0 | 14.6 | 19.6 | 16.1 | 12.5 | 11.8 |
| NO. COMPANIES | 15 | 7 | 7 | 8 | 3 | 5 | 10 | 12 | 12 | 17 | 21 | 13 | 14 | 9 | 14 | 17 | 7 | 4 | 10 | 14 |
| NO. EMPLOYEES | 16 | 10 | 15 | 29 | 6 | 32 | 48 | 25 | 44 | 126 | 164 | 13 | 20 | 27 | 48 | 61 | 7 | 70 | 38 | 296 |

## ROCKFORD, IL

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 47.0 | 42.2 | 37.4 | 33.2 | 38.1 | 32.8 | 24.3 | 43.3 | 32.4 | 36.1 | 25.4 | 27.9 | 28.6 | 22.6 | 20.0 | 16.2 | 22.2 | 16.5 | 14.1 | 13.1 |
| AVERAGE | 47.0 | 42.2 | 37.4 | 33.9 | 38.5 | 33.2 | 24.8 | 43.8 | 32.4 | 34.3 | 24.4 | 27.9 | 28.6 | 22.6 | 19.3 | 16.9 | 22.7 | 18.7 | 15.4 | 14.5 |
| 25TH | 42.5 | 40.5 | 33.5 | 32.5 | 32.5 | 30.5 | 20.5 | 41.5 | 27.5 | 32.5 | 21.5 | 22.5 | 20.5 | 16.5 | 16.5 | 15.5 | 20.5 | 14.5 | 13.5 | 13.5 |
| 50TH | 45.5 | 42.5 | 34.5 | 33.5 | 36.5 | 30.5 | 23.5 | 45.5 | 31.5 | 33.5 | 23.5 | 26.5 | 29.5 | 25.5 | 18.5 | 16.5 | 20.5 | 17.5 | 13.5 | 14.5 |
| 75TH | 50.5 | 44.5 | 43.5 | 35.5 | 38.5 | 35.5 | 27.5 | 46.5 | 38.5 | 36.5 | 27.5 | 27.5 | 33.5 | 26.5 | 21.5 | 18.5 | 24.5 | 19.5 | 18.5 | 16.5 |
| START | 40.0 | 33.7 | 26.3 | 28.4 | 30.5 | 27.5 | 21.2 | 35.4 | 29.0 | 27.3 | 21.5 | 25.0 | 24.8 | 19.9 | 16.3 | 14.7 | 19.8 | 14.3 | 13.1 | 12.9 |
| NO. COMPANIES | 19 | 5 | 3 | 10 | 4 | 6 | 8 | 6 | 3 | 11 | 11 | 4 | 7 | 5 | 13 | 15 | 3 | 4 | 6 | 13 |
| NO. EMPLOYEES | 19 | 5 | 3 | 17 | 6 | 7 | 14 | 6 | 3 | 22 | 24 | 4 | 7 | 5 | 17 | 36 | 4 | 9 | 17 | 108 |

## TOLEDO, OH

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 51.2 | 44.0 | 38.5 | 33.5 | 41.3 | 29.5 | 27.1 | 47.3 | 42.0 | 33.2 | 26.4 | 35.5 | 29.1 | 22.2 | 21.4 | 16.7 | 25.5 | 18.1 | 16.2 | 16.3 |
| AVERAGE | 51.2 | 44.0 | 40.0 | 32.9 | 43.2 | 30.9 | 27.4 | 47.3 | 39.8 | 33.9 | 28.4 | 33.5 | 28.4 | 23.8 | 21.4 | 19.0 | 26.5 | 17.3 | 17.1 | 15.8 |
| 25TH | 43.5 | 39.5 | 33.5 | 30.5 | 39.5 | 27.5 | 22.5 | 34.5 | 36.5 | 29.5 | 25.5 | 27.5 | 24.5 | 19.5 | 20.5 | 16.5 | 21.5 | 14.5 | 15.5 | 13.5 |
| 50TH | 50.5 | 39.5 | 38.5 | 32.5 | 33.5 | 27.5 | 27.5 | 47.5 | 39.5 | 33.5 | 26.5 | 38.5 | 26.5 | 20.5 | 21.5 | 19.5 | 23.5 | 15.5 | 15.5 | 15.5 |
| 75TH | 57.5 | 42.5 | 42.5 | 35.5 | 53.5 | 32.5 | 32.5 | 53.5 | 41.5 | 38.5 | 31.5 | 43.5 | 34.5 | 26.5 | 22.5 | 21.5 | 24.5 | 19.5 | 19.5 | 18.5 |
| START | 39.2 | 34.3 | 33.6 | 26.5 | 36.4 | 26.6 | 23.3 | 35.3 | 32.4 | 28.5 | 23.8 | 33.6 | 22.7 | 20.4 | 17.3 | 15.3 | 23.5 | 15.5 | 14.5 | 13.7 |
| NO. COMPANIES | 21 | 5 | 6 | 6 | 4 | 6 | 11 | 12 | 9 | 11 | 14 | 11 | 13 | 6 | 15 | 16 | 9 | 4 | 2 | 16 |
| NO. EMPLOYEES | 21 | 5 | 16 | 20 | 5 | 13 | 34 | 12 | 23 | 26 | 42 | 11 | 14 | 14 | 44 | 37 | 10 | 6 | 5 | 105 |

# WEST CENTRAL UNITED STATES

## CEDAR RAPIDS, IA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 51.1 | 43.5 | | 33.1 | 45.6 | 22.0 | 21.7 | 41.6 | 34.6 | 30.6 | 25.5 | 36.7 | 22.0 | 19.3 | 19.0 | 16.7 | 22.6 | | 17.6 | 17.7 |
| AVERAGE | 51.1 | 45.0 | | 32.0 | 45.6 | 27.1 | 21.5 | 41.6 | 34.1 | 33.3 | 26.6 | 36.7 | 22.2 | 19.3 | 19.3 | 17.4 | 22.6 | | 16.6 | 17.1 |
| 25TH | 39.5 | 37.5 | | 30.5 | 31.5 | 24.5 | 20.5 | 36.5 | 31.5 | 28.5 | 24.5 | 33.5 | 20.5 | 19.5 | 16.5 | 15.5 | 16.5 | | 12.5 | 13.5 |
| 50TH | 42.5 | 43.5 | | 33.5 | 44.5 | 26.5 | 22.5 | 39.5 | 34.5 | 30.5 | 26.5 | 36.5 | 22.5 | 19.5 | 19.5 | 17.5 | 19.5 | | 16.5 | 14.5 |
| 75TH | 52.5 | 49.5 | | 34.5 | 51.5 | 30.5 | 22.5 | 41.5 | 34.5 | 31.5 | 28.5 | 39.5 | 23.5 | 19.5 | 20.5 | 17.5 | 20.5 | | 20.5 | 17.5 |
| START | 39.8 | 38.3 | | 25.5 | 36.7 | 24.4 | 18.5 | 29.3 | 25.6 | 26.9 | 24.0 | 26.9 | 20.5 | 17.2 | 15.8 | 15.6 | 22.2 | | 15.9 | 14.3 |
| NO. COMPANIES | 12 | 4 | | 9 | 3 | 3 | 5 | 6 | 4 | 6 | 12 | 6 | 7 | 3 | 8 | 12 | 4 | | 3 | 8 |
| NO. EMPLOYEES | 12 | 5 | | 17 | 3 | 20 | 12 | 6 | 14 | 23 | 69 | 6 | 8 | 4 | 15 | 49 | 4 | | 4 | 12 |

## DAVENPORT, IA (QUAD-CITIES)

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 49.1 | 45.9 | 42.8 | 36.7 | 38.2 | 26.3 | 25.8 | 47.9 | 40.0 | 34.5 | 29.3 | 39.5 | 27.6 | 24.0 | 23.0 | 18.0 | 26.6 | 19.7 | 17.4 | 14.3 |
| AVERAGE | 49.1 | 45.9 | 41.9 | 35.1 | 39.6 | 26.9 | 21.3 | 47.1 | 37.4 | 31.4 | 27.1 | 42.4 | 28.9 | 23.2 | 22.7 | 18.4 | 27.3 | 19.9 | 17.4 | 14.7 |
| 25TH | 43.5 | 42.5 | 37.5 | 32.5 | 34.5 | 22.5 | 15.5 | 43.5 | 31.5 | 29.5 | 22.5 | 37.5 | 22.5 | 16.5 | 17.5 | 16.5 | 21.5 | 15.5 | 17.5 | 12.5 |
| 50TH | 47.5 | 42.5 | 42.5 | 34.5 | 35.5 | 27.5 | 20.5 | 44.5 | 39.5 | 30.5 | 27.5 | 47.5 | 25.5 | 18.5 | 22.5 | 17.5 | 25.5 | 17.5 | 17.5 | 13.5 |
| 75TH | 50.5 | 49.5 | 45.5 | 35.5 | 46.5 | 30.5 | 25.5 | 52.5 | 42.5 | 33.5 | 31.5 | 48.5 | 35.5 | 28.5 | 26.5 | 20.5 | 33.5 | 23.5 | 18.5 | 16.5 |
| START | 38.0 | 43.0 | 32.3 | 23.5 | 28.0 | 22.0 | 17.4 | 40.1 | 31.5 | 27.4 | 22.1 | 34.5 | 23.3 | 22.7 | 19.8 | 15.5 | 24.2 | 15.4 | 14.2 | 12.7 |
| NO. COMPANIES | 17 | 2 | 5 | 6 | 5 | 4 | 6 | 5 | 2 | 9 | 15 | 5 | 10 | 5 | 10 | 14 | 5 | 3 | 5 | 10 |
| NO. EMPLOYEES | 17 | 2 | 7 | 16 | 6 | 9 | 25 | 6 | 26 | 35 | 87 | 6 | 12 | 6 | 28 | 43 | 7 | 9 | 7 | 64 |

## DES MOINES, IA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 60.2 | 40.0 | 36.7 | 31.2 | 40.4 | 28.4 | 22.8 | 47.0 | 36.1 | 34.7 | 27.4 | 42.8 | 32.3 | 24.2 | 20.9 | 18.1 | 23.2 | 19.1 | 15.5 | 14.3 |
| AVERAGE | 60.2 | 44.1 | 40.1 | 32.7 | 43.7 | 29.1 | 24.0 | 47.6 | 38.1 | 33.4 | 28.5 | 43.0 | 32.0 | 23.7 | 20.4 | 17.3 | 24.7 | 20.2 | 15.8 | 13.9 |
| 25TH | 47.5 | 35.5 | 33.5 | 29.5 | 33.5 | 26.5 | 20.5 | 45.5 | 36.5 | 29.5 | 23.5 | 38.5 | 25.5 | 21.5 | 18.5 | 15.5 | 20.5 | 16.5 | 13.5 | 12.5 |
| 50TH | 54.5 | 47.5 | 40.5 | 32.5 | 44.5 | 23.5 | 23.5 | 48.5 | 39.5 | 34.5 | 25.5 | 42.5 | 30.5 | 23.5 | 20.5 | 17.5 | 21.5 | 19.5 | 15.5 | 13.5 |
| 75TH | 64.5 | 50.5 | 42.5 | 34.5 | 46.5 | 31.5 | 25.5 | 51.5 | 40.5 | 37.5 | 29.5 | 47.5 | 36.5 | 26.5 | 22.5 | 19.5 | 28.5 | 23.5 | 16.5 | 15.5 |
| START | 47.9 | 35.9 | 31.7 | 27.4 | 34.9 | 24.7 | 20.7 | 39.0 | 29.8 | 27.7 | 23.1 | 33.1 | 25.4 | 19.0 | 18.0 | 15.1 | 18.3 | 15.2 | 13.6 | 11.8 |
| NO. COMPANIES | 32 | 11 | 10 | 17 | 11 | 12 | 19 | 17 | 18 | 27 | 34 | 23 | 24 | 19 | 27 | 35 | 14 | 9 | 13 | 24 |
| NO. EMPLOYEES | 32 | 37 | 63 | 36 | 39 | 73 | 115 | 41 | 87 | 179 | 360 | 26 | 40 | 42 | 94 | 134 | 23 | 21 | 146 | 152 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## FARGO-MOORHEAD, ND

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 50.8 | 36.1 | | 21.7 | | 27.4 | 20.5 | 41.0 | 31.3 | 25.2 | 26.1 | 33.0 | 21.0 | 16.6 | 14.1 | 14.9 | | | 11.8 | 13.2 |
| AVERAGE | 45.4 | 36.1 | | 24.0 | | 27.7 | 19.4 | 39.8 | 31.3 | 25.7 | 26.4 | 35.5 | 21.0 | 16.7 | 13.8 | 15.6 | | | 11.8 | 13.0 |
| 25TH | 44.5 | 32.5 | | 17.5 | | 26.5 | 16.5 | 37.5 | 31.5 | 24.5 | 22.5 | 29.5 | 18.5 | 16.5 | 13.5 | 14.5 | | | 11.5 | 11.5 |
| 50TH | 48.5 | 32.5 | | 17.5 | | 27.5 | 18.5 | 38.5 | 31.5 | 25.5 | 24.5 | 31.5 | 18.5 | 16.5 | 13.5 | 14.5 | | | 11.5 | 11.5 |
| 75TH | 49.5 | 40.5 | | 31.5 | | 29.5 | 25.5 | 41.5 | 31.5 | 26.5 | 26.5 | 45.5 | 23.5 | 16.5 | 14.5 | 17.5 | | | 11.5 | 12.5 |
| START | 35.7 | 26.1 | | 21.1 | | 19.5 | 16.7 | 31.7 | 24.8 | 23.1 | 23.6 | 24.1 | 16.5 | 16.6 | 13.9 | 14.4 | | | 10.1 | 11.8 |
| NO. COMPANIES | 5 | 2 | | 2 | | 3 | 6 | 4 | 1 | 3 | 5 | 5 | 2 | 2 | 2 | 6 | | | 1 | 6 |
| NO. EMPLOYEES | 37 | 2 | | 3 | | 6 | 10 | 18 | 5 | 41 | 26 | 13 | 2 | 3 | 5 | 9 | | | 7 | 12 |

## KANSAS CITY, MO

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 58.7 | 49.0 | 41.3 | 30.0 | 49.9 | 36.3 | 27.9 | 49.4 | 41.5 | 35.2 | 29.7 | 43.9 | 32.8 | 22.9 | 19.9 | 18.3 | 25.3 | 19.6 | 16.7 | 14.2 |
| AVERAGE | 58.7 | 49.0 | 40.8 | 28.9 | 47.3 | 35.4 | 24.5 | 52.0 | 42.0 | 34.1 | 28.4 | 43.9 | 33.2 | 23.8 | 20.6 | 18.0 | 26.3 | 19.9 | 16.7 | 14.4 |
| 25TH | 47.5 | 39.5 | 36.5 | 27.5 | 40.5 | 26.5 | 20.5 | 44.5 | 36.5 | 32.5 | 26.5 | 39.5 | 27.5 | 20.5 | 17.5 | 16.5 | 21.5 | 17.5 | 15.5 | 13.5 |
| 50TH | 54.5 | 43.5 | 39.5 | 32.5 | 48.5 | 34.5 | 23.5 | 48.5 | 40.5 | 34.5 | 28.5 | 42.5 | 33.5 | 22.5 | 20.5 | 18.5 | 22.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 70.5 | 56.5 | 42.5 | 32.5 | 54.5 | 41.5 | 27.5 | 59.5 | 45.5 | 36.5 | 29.5 | 49.5 | 37.5 | 25.5 | 23.5 | 18.5 | 28.5 | 20.5 | 17.5 | 15.5 |
| START | 45.5 | 40.6 | 31.7 | 25.0 | 38.0 | 28.2 | 21.1 | 41.4 | 31.5 | 27.7 | 24.1 | 35.5 | 25.5 | 20.3 | 17.3 | 15.4 | 19.9 | 15.1 | 13.9 | 12.5 |
| NO. COMPANIES | 19 | 4 | 8 | 9 | 8 | 8 | 14 | 12 | 14 | 18 | 21 | 17 | 19 | 12 | 15 | 21 | 10 | 12 | 13 | 18 |
| NO. EMPLOYEES | 19 | 4 | 21 | 19 | 15 | 32 | 43 | 19 | 43 | 93 | 127 | 18 | 24 | 35 | 49 | 56 | 13 | 20 | 43 | 72 |

## LINCOLN, NE

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.2 | 39.2 | 36.3 | 29.5 | 36.0 | 27.2 | 21.7 | 41.7 | 35.1 | 30.7 | 26.9 | 37.0 | 35.1 | 24.0 | 19.6 | 14.5 | 24.3 | 16.9 | 13.1 | 11.6 |
| AVERAGE | 54.2 | 39.2 | 34.7 | 28.7 | 36.3 | 27.5 | 21.1 | 41.1 | 32.4 | 28.7 | 25.7 | 37.0 | 29.8 | 24.1 | 19.0 | 14.4 | 24.8 | 15.3 | 15.1 | 14.2 |
| 25TH | 43.5 | 38.5 | 30.5 | 25.5 | 32.5 | 25.5 | 16.5 | 34.5 | 30.5 | 25.5 | 23.5 | 30.5 | 22.5 | 20.5 | 15.5 | 12.5 | 17.5 | 13.5 | 12.5 | 11.5 |
| 50TH | 45.5 | 39.5 | 37.5 | 26.5 | 34.5 | 27.5 | 21.5 | 39.5 | 31.5 | 23.5 | 25.5 | 35.5 | 24.5 | 20.5 | 19.5 | 13.5 | 22.5 | 13.5 | 13.5 | 14.5 |
| 75TH | 55.5 | 40.5 | 38.5 | 34.5 | 40.5 | 28.5 | 23.5 | 45.5 | 40.5 | 30.5 | 27.5 | 44.5 | 36.5 | 23.5 | 20.5 | 15.5 | 25.5 | 17.5 | 17.5 | 16.5 |
| START | 41.9 | 35.5 | 27.2 | 24.5 | 32.7 | 25.4 | 18.5 | 34.4 | 29.6 | 25.5 | 22.7 | 32.4 | 26.1 | 18.4 | 15.6 | 12.3 | 20.6 | 13.1 | 12.9 | 11.1 |
| NO. COMPANIES | 16 | 5 | 5 | 7 | 9 | 8 | 13 | 10 | 6 | 16 | 15 | 13 | 7 | 8 | 11 | 15 | 10 | 6 | 6 | 11 |
| NO. EMPLOYEES | 22 | 5 | 20 | 23 | 11 | 23 | 68 | 16 | 22 | 63 | 64 | 13 | 19 | 15 | 59 | 54 | 12 | 11 | 30 | 111 |

## MADISON, WI

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 36.7 | 39.4 | 38.8 | 31.9 | 39.8 | 28.1 | 23.8 | 44.0 | 39.6 | 32.7 | 29.5 | | 32.3 | 25.2 | 21.8 | 17.7 | | 22.1 | 18.5 | 14.4 |
| AVERAGE | 36.7 | 37.0 | 38.8 | 31.9 | 39.4 | 29.8 | 25.1 | 45.6 | 39.4 | 32.0 | 27.1 | | 32.0 | 22.2 | 22.5 | 17.3 | | 21.3 | 18.7 | 14.2 |
| 25TH | 29.5 | 34.5 | 33.5 | 31.5 | 33.5 | 28.5 | 23.5 | 32.5 | 33.5 | 24.5 | 22.5 | | 27.5 | 19.5 | 18.5 | 15.5 | | 19.5 | 16.5 | 13.5 |
| 50TH | 37.5 | 36.5 | 41.5 | 31.5 | 33.5 | 26.5 | 23.5 | 47.5 | 39.5 | 30.5 | 26.5 | | 28.5 | 21.5 | 20.5 | 17.5 | | 19.5 | 18.5 | 14.5 |
| 75TH | 37.5 | 33.5 | 42.5 | 31.5 | 39.5 | 33.5 | 26.5 | 57.5 | 39.5 | 35.5 | 32.5 | | 35.5 | 21.5 | 20.5 | 18.5 | | 24.5 | 19.5 | 15.5 |
| START | 32.0 | 33.3 | 26.5 | 26.0 | 34.4 | 24.6 | 22.7 | 34.4 | 33.4 | 28.3 | 24.4 | | 27.4 | 19.8 | 18.8 | 15.3 | | 19.8 | 16.0 | 13.3 |
| NO. COMPANIES | 4 | 3 | 3 | 1 | 2 | 3 | 2 | 3 | 2 | 4 | 7 | | 6 | 6 | 4 | 6 | | 3 | 3 | 6 |
| NO. EMPLOYEES | 4 | 24 | 3 | 15 | 23 | 44 | 89 | 6 | 5 | 13 | 21 | | 8 | 6 | 7 | 22 | | 4 | 7 | 25 |

## MID-MISSOURI

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 49.9 | 37.0 | 34.9 | 29.3 | 40.9 | 27.5 | 22.7 | 40.0 | 36.1 | 28.8 | 25.0 | 34.2 | 30.2 | 27.4 | 20.9 | 16.5 | 24.1 | 18.4 | 16.0 | 13.6 |
| AVERAGE | 51.7 | 38.6 | 33.7 | 26.8 | 41.7 | 29.1 | 23.1 | 38.9 | 34.8 | 28.3 | 24.3 | 33.9 | 28.7 | 26.1 | 19.9 | 17.5 | 25.6 | 18.2 | 16.3 | 14.1 |
| 25TH | 42.5 | 29.5 | 26.5 | 27.5 | 32.5 | 28.5 | 23.5 | 33.5 | 31.5 | 26.5 | 21.5 | 25.5 | 25.5 | 18.5 | 17.5 | 15.5 | 16.5 | 15.5 | 15.5 | 13.5 |
| 50TH | 44.5 | 37.5 | 32.5 | 28.5 | 39.5 | 28.5 | 23.5 | 36.5 | 33.5 | 28.5 | 24.5 | 35.5 | 29.5 | 19.5 | 21.5 | 18.5 | 23.5 | 19.5 | 16.5 | 13.5 |
| 75TH | 48.5 | 33.5 | 42.5 | 31.5 | 48.5 | 29.5 | 24.5 | 40.5 | 36.5 | 29.5 | 28.5 | 38.5 | 31.5 | 26.5 | 22.5 | 19.5 | 23.5 | 21.5 | 16.5 | 15.5 |
| START | 35.1 | 32.4 | 27.0 | 24.6 | 30.8 | 24.3 | 20.7 | 31.2 | 27.9 | 23.3 | 21.3 | 27.3 | 24.2 | 21.3 | 17.2 | 15.2 | 19.6 | 14.1 | 13.4 | 11.8 |
| NO. COMPANIES | 10 | 4 | 3 | 9 | 4 | 5 | 5 | 9 | 5 | 6 | 10 | 7 | 5 | 4 | 5 | 3 | 6 | 6 | 5 | 9 |
| NO. EMPLOYEES | 11 | 6 | 10 | 34 | 6 | 15 | 36 | 27 | 35 | 96 | 143 | 8 | 10 | 19 | 28 | 40 | 11 | 25 | 140 | 85 |

## MILWAUKEE, WI

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 56.7 | 45.4 | 44.6 | 38.1 | 42.3 | 33.9 | 25.7 | 51.6 | 44.9 | 37.7 | 32.2 | 47.8 | 34.4 | 27.6 | 25.4 | 22.4 | 31.0 | 19.6 | 18.0 | 15.2 |
| AVERAGE | 59.7 | 47.2 | 40.5 | 35.3 | 45.0 | 31.7 | 26.1 | 48.7 | 41.0 | 34.9 | 28.4 | 47.8 | 32.7 | 27.2 | 24.1 | 20.5 | 28.9 | 19.6 | 17.2 | 15.2 |
| 25TH | 44.5 | 38.5 | 36.5 | 29.5 | 36.5 | 27.5 | 22.5 | 45.5 | 36.5 | 32.5 | 26.5 | 37.5 | 26.5 | 23.5 | 21.5 | 17.5 | 23.5 | 16.5 | 16.5 | 12.5 |
| 50TH | 52.5 | 42.5 | 39.5 | 37.5 | 47.5 | 30.5 | 26.5 | 49.5 | 41.5 | 35.5 | 28.5 | 47.5 | 31.5 | 27.5 | 23.5 | 19.5 | 25.5 | 18.5 | 18.5 | 15.5 |
| 75TH | 70.5 | 50.5 | 44.5 | 38.5 | 52.5 | 33.5 | 27.5 | 54.5 | 43.5 | 38.5 | 31.5 | 57.5 | 36.5 | 29.5 | 24.5 | 21.5 | 37.5 | 21.5 | 19.5 | 16.5 |
| START | 54.6 | 37.7 | 33.3 | 29.5 | 37.3 | 28.4 | 22.8 | 42.4 | 32.9 | 30.1 | 25.0 | 37.8 | 27.4 | 22.9 | 20.9 | 16.8 | 24.7 | 19.6 | 15.1 | 13.8 |
| NO. COMPANIES | 19 | 7 | 12 | 14 | 8 | 10 | 15 | 15 | 9 | 17 | 25 | 13 | 12 | 8 | 20 | 17 | 10 | 6 | 15 | 19 |
| NO. EMPLOYEES | 22 | 9 | 52 | 127 | 12 | 32 | 55 | 38 | 49 | 110 | 218 | 13 | 15 | 18 | 74 | 55 | 17 | 6 | 62 | 74 |

## MINNEAPOLIS-ST. PAUL, MN

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 51.7 | 44.1 | 41.2 | 38.3 | 52.6 | 30.4 | 25.3 | 49.3 | 42.9 | 36.2 | 31.5 | 45.5 | 38.3 | 23.5 | 21.2 | 22.2 | 27.9 | 19.9 | 18.7 | 15.0 |
| AVERAGE | 51.7 | 44.1 | 41.6 | 32.7 | 50.4 | 36.3 | 24.6 | 50.2 | 43.7 | 34.0 | 29.2 | 45.8 | 31.9 | 22.7 | 21.8 | 18.9 | 28.9 | 19.9 | 18.4 | 14.8 |
| 25TH | 42.5 | 34.5 | 40.5 | 27.5 | 47.5 | 29.5 | 22.5 | 47.5 | 42.5 | 32.5 | 27.5 | 35.5 | 25.5 | 21.5 | 19.5 | 16.5 | 18.5 | 17.5 | 18.5 | 13.5 |
| 50TH | 43.5 | 43.5 | 40.5 | 35.5 | 49.5 | 32.5 | 23.5 | 50.5 | 42.5 | 33.5 | 30.5 | 44.5 | 30.5 | 22.5 | 21.5 | 17.5 | 27.5 | 19.5 | 18.5 | 14.5 |
| 75TH | 61.5 | 47.5 | 45.5 | 38.5 | 55.5 | 43.5 | 25.5 | 55.5 | 45.5 | 37.5 | 31.5 | 54.5 | 37.5 | 22.5 | 22.5 | 19.5 | 32.5 | 22.5 | 20.5 | 15.5 |
| START | 42.1 | 38.9 | 35.1 | 28.3 | 40.9 | 30.6 | 23.4 | 39.1 | 38.2 | 29.4 | 25.6 | 37.6 | 27.1 | 20.2 | 18.2 | 16.0 | 20.0 | 16.9 | 15.6 | 14.1 |
| NO. COMPANIES | 24 | 5 | 6 | 11 | 3 | 8 | 10 | 13 | 9 | 17 | 26 | 15 | 16 | 9 | 16 | 20 | 7 | 3 | 5 | 17 |
| NO. EMPLOYEES | 24 | 5 | 13 | 106 | 18 | 67 | 108 | 40 | 76 | 82 | 204 | 16 | 58 | 14 | 32 | 152 | 9 | 3 | 20 | 97 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## MINNESOTA (SOUTHERN)

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 48.8 | | | | | | 16.5 | 38.8 | | 30.6 | 23.4 | 33.5 | | 25.0 | 16.9 | 17.5 | | | | 12.6 |
| AVERAGE | 48.3 | | | | | | 17.6 | 37.2 | | 30.6 | 23.0 | 33.5 | | 25.0 | 17.1 | 17.5 | | | | 12.3 |
| 25TH | 39.5 | | | | | | 15.5 | 33.5 | | 30.5 | 21.5 | 22.5 | | 25.5 | 16.5 | 17.5 | | | | 11.5 |
| 50TH | 50.5 | | | | | | 15.5 | 35.5 | | 30.5 | 23.5 | 30.5 | | 25.5 | 16.5 | 17.5 | | | | 11.5 |
| 75TH | 57.5 | | | | | | 20.5 | 43.5 | | 30.5 | 24.5 | 35.5 | | 25.5 | 18.5 | 17.5 | | | | 13.5 |
| START | 34.5 | | | | | | 17.5 | 30.7 | | 25.5 | 22.4 | 28.0 | | 0.0 | 15.2 | 10.9 | | | | 11.4 |
| NO. COMPANIES | 3 | | | | | | 2 | 3 | | 1 | 3 | 4 | | 1 | 2 | 1 | | | | 2 |
| NO. EMPLOYEES | 3 | | | | | | 3 | 4 | | 2 | 5 | 4 | | 2 | 3 | 5 | | | | 2 |

## OMAHA, NE

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 61.1 | 44.9 | 41.5 | 42.1 | 42.0 | 24.6 | 24.0 | 44.3 | 35.9 | 34.0 | 31.0 | 30.0 | 24.7 | 22.4 | 20.1 | 15.0 | 13.5 | 12.6 | 14.3 | 11.2 |
| AVERAGE | 57.5 | 44.6 | 44.9 | 37.3 | 42.0 | 24.6 | 23.9 | 47.4 | 39.5 | 33.2 | 27.7 | 30.0 | 26.1 | 21.3 | 19.1 | 14.9 | 18.6 | 12.9 | 14.3 | 12.3 |
| 25TH | 43.5 | 42.5 | 39.5 | 35.5 | 35.5 | 24.5 | 22.5 | 49.5 | 34.5 | 30.5 | 24.5 | 21.5 | 26.5 | 19.5 | 17.5 | 13.5 | 14.5 | 11.5 | 14.5 | 11.5 |
| 50TH | 58.5 | 45.5 | 39.5 | 37.5 | 35.5 | 24.5 | 23.5 | 49.5 | 35.5 | 32.5 | 27.5 | 23.5 | 26.5 | 21.5 | 19.5 | 14.5 | 13.5 | 11.5 | 14.5 | 12.5 |
| 75TH | 67.5 | 47.5 | 50.5 | 41.5 | 48.5 | 24.5 | 26.5 | 50.5 | 48.5 | 34.5 | 31.5 | 36.5 | 26.5 | 24.5 | 20.5 | 16.5 | 22.5 | 15.5 | 15.5 | 13.5 |
| START | 41.4 | 35.3 | 32.9 | 29.1 | 38.9 | 22.6 | 20.3 | 38.4 | 31.8 | 27.4 | 22.3 | 24.4 | 20.2 | 18.2 | 16.2 | 13.5 | 14.6 | 11.4 | 12.5 | 11.6 |
| NO. COMPANIES | 10 | 5 | 2 | 5 | 2 | 1 | 5 | 5 | 3 | 8 | 8 | 6 | 5 | 5 | 7 | 10 | 7 | 3 | 3 | 17 |
| NO. EMPLOYEES | 16 | 6 | 5 | 47 | 2 | 2 | 63 | 10 | 25 | 50 | 103 | 6 | 7 | 10 | 16 | 31 | 9 | 3 | 5 | 160 |

## ST. LOUIS, MO

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.6 | 43.9 | 42.6 | 37.3 | 40.6 | 29.0 | 24.6 | 43.7 | 34.9 | 32.9 | 28.2 | 37.5 | 28.6 | 25.0 | 18.7 | 16.8 | 27.7 | 20.1 | 15.4 | 14.5 |
| AVERAGE | 54.6 | 43.9 | 40.0 | 34.5 | 42.8 | 28.5 | 23.7 | 45.8 | 36.6 | 33.6 | 27.4 | 37.5 | 29.0 | 22.3 | 20.1 | 17.7 | 27.4 | 19.9 | 16.6 | 14.6 |
| 25TH | 42.5 | 35.5 | 37.5 | 33.5 | 36.5 | 25.5 | 19.5 | 38.5 | 32.5 | 31.5 | 23.5 | 32.5 | 23.5 | 19.5 | 18.5 | 15.5 | 17.5 | 16.5 | 15.5 | 12.5 |
| 50TH | 53.5 | 43.5 | 40.5 | 35.5 | 38.5 | 28.5 | 24.5 | 42.5 | 36.5 | 34.5 | 27.5 | 33.5 | 26.5 | 20.5 | 19.5 | 17.5 | 26.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 60.5 | 47.5 | 45.5 | 40.5 | 43.5 | 29.5 | 25.5 | 48.5 | 42.5 | 35.5 | 28.5 | 40.5 | 29.5 | 22.5 | 22.5 | 20.5 | 33.5 | 20.5 | 17.5 | 15.5 |
| START | 38.1 | 32.2 | 30.1 | 27.1 | 30.4 | 24.0 | 20.5 | 39.1 | 31.1 | 27.9 | 23.8 | 31.3 | 23.7 | 20.0 | 16.7 | 15.7 | 23.4 | 18.3 | 13.9 | 13.4 |
| NO. COMPANIES | 13 | 4 | 10 | 10 | 6 | 5 | 11 | 9 | 7 | 10 | 16 | 10 | 8 | 8 | 8 | 13 | 7 | 4 | 3 | 12 |
| NO. EMPLOYEES | 13 | 4 | 65 | 50 | 12 | 23 | 47 | 22 | 12 | 65 | 74 | 10 | 13 | 26 | 41 | 71 | 12 | 9 | 46 | 133 |

## TOPEKA, KS

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 52.4 | | 41.2 | 35.6 | | 38.9 | 23.6 | 52.8 | 49.2 | 35.4 | 30.4 | 37.1 | 29.8 | | 24.5 | 19.8 | 23.1 | | 13.0 | 16.3 |
| AVERAGE | 52.4 | | 41.2 | 36.9 | | 36.8 | 23.4 | 48.7 | 49.4 | 36.7 | 31.5 | 37.1 | 30.1 | | 24.7 | 20.6 | 23.1 | | 13.0 | 15.2 |
| 25TH | 45.5 | | 41.5 | 32.5 | | 30.5 | 22.5 | 34.5 | 48.5 | 32.5 | 30.5 | 34.5 | 28.5 | | 21.5 | 18.5 | 16.5 | | 13.5 | 13.5 |
| 50TH | 49.5 | | 41.5 | 32.5 | | 38.5 | 23.5 | 41.5 | 48.5 | 34.5 | 32.5 | 36.5 | 29.5 | | 25.5 | 20.5 | 16.5 | | 13.5 | 14.5 |
| 75TH | 65.5 | | 41.5 | 41.5 | | 42.5 | 23.5 | 50.5 | 51.5 | 39.5 | 33.5 | 39.5 | 33.5 | | 26.5 | 21.5 | 30.5 | | 13.5 | 17.5 |
| START | 41.9 | | 33.3 | 29.6 | | 29.5 | 21.6 | 41.4 | 38.7 | 29.5 | 25.4 | 32.4 | 27.7 | | 22.3 | 16.7 | 26.7 | | 11.9 | 13.6 |
| NO. COMPANIES | 7 | | 2 | 2 | | 3 | 4 | 4 | 3 | 6 | 7 | 6 | 3 | | 3 | 8 | 2 | | 1 | 6 |
| NO. EMPLOYEES | 7 | | 4 | 3 | | 5 | 14 | 5 | 14 | 27 | 23 | 6 | 4 | | 7 | 26 | 2 | | 5 | 20 |

## WICHITA, KS

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 62.1 | 48.8 | 40.1 | 36.9 | 50.6 | 32.3 | 31.4 | 46.8 | 42.9 | 38.2 | 27.6 | 46.1 | 36.1 | 30.7 | 31.2 | 22.2 | 31.0 | 22.5 | 17.9 | 18.2 |
| AVERAGE | 59.7 | 50.0 | 40.1 | 35.1 | 50.7 | 30.1 | 35.1 | 47.7 | 41.5 | 34.3 | 27.4 | 46.1 | 35.9 | 29.9 | 24.3 | 19.7 | 30.9 | 20.5 | 16.2 | 15.0 |
| 25TH | 51.5 | 41.5 | 40.5 | 31.5 | 43.5 | 23.5 | 26.5 | 41.5 | 36.5 | 30.5 | 24.5 | 40.5 | 26.5 | 23.5 | 21.5 | 17.5 | 27.5 | 20.5 | 17.5 | 11.5 |
| 50TH | 61.5 | 43.5 | 40.5 | 34.5 | 55.5 | 25.5 | 28.5 | 46.5 | 39.5 | 32.5 | 27.5 | 43.5 | 34.5 | 26.5 | 23.5 | 19.5 | 33.5 | 20.5 | 17.5 | 14.5 |
| 75TH | 63.5 | 57.5 | 40.5 | 37.5 | 57.5 | 32.5 | 42.5 | 54.5 | 41.5 | 36.5 | 28.5 | 45.5 | 36.5 | 36.5 | 27.5 | 23.5 | 31.5 | 20.5 | 18.5 | 15.5 |
| START | 48.3 | 39.2 | 31.6 | 30.4 | 43.3 | 32.1 | 29.2 | 36.0 | 32.9 | 27.8 | 25.0 | 34.5 | 27.6 | 24.2 | 19.7 | 16.2 | 24.8 | 15.5 | 15.1 | 12.3 |
| NO. COMPANIES | 11 | 4 | 1 | 6 | 7 | 4 | 5 | 13 | 6 | 11 | 14 | 9 | 8 | 5 | 10 | 13 | 5 | 4 | 6 | 8 |
| NO. EMPLOYEES | 12 | 5 | 5 | 24 | 8 | 10 | 22 | 22 | 32 | 83 | 92 | 9 | 15 | 11 | 59 | 30 | 5 | 5 | 14 | 16 |

# SOUTHERN UNITED STATES

## ATLANTA, GA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 41.1 | | | 35.1 | 49.5 | 42.3 | 35.2 | | 34.9 | 34.6 | | 40.8 | 30.7 | 22.9 | 20.6 | 17.9 | 26.8 | | 16.6 | 15.0 |
| AVERAGE | 41.1 | | | 35.1 | 49.5 | 31.5 | 26.4 | | 36.2 | 28.7 | | 40.8 | 31.5 | 22.9 | 22.1 | 18.0 | 26.8 | | 16.6 | 15.2 |
| 25TH | 38.5 | | | 28.5 | 47.5 | 19.5 | 19.5 | | 32.5 | 22.5 | | 38.5 | 25.5 | 22.5 | 13.5 | 15.5 | 24.5 | | 14.5 | 14.5 |
| 50TH | 38.5 | | | 28.5 | 49.5 | 19.5 | 22.5 | | 32.5 | 25.5 | | 43.5 | 23.5 | 22.5 | 20.5 | 19.5 | 24.5 | | 16.5 | 14.5 |
| 75TH | 43.5 | | | 42.5 | 51.5 | 43.5 | 36.5 | | 39.5 | 36.5 | | 47.5 | 31.5 | 22.5 | 27.5 | 20.5 | 29.5 | | 17.5 | 15.5 |
| START | 33.9 | | | 34.5 | 38.7 | 31.8 | 26.2 | | 29.0 | 25.1 | | 34.7 | 28.0 | 19.6 | 21.0 | 17.7 | 17.7 | | 15.2 | 15.2 |
| NO. COMPANIES | 2 | | | 2 | 3 | 2 | 3 | | 2 | 3 | | 5 | 4 | 1 | 3 | 3 | 2 | | 4 | 3 |
| NO. EMPLOYEES | 2 | | | 2 | 7 | 19 | 21 | | 7 | 11 | | 5 | 8 | 2 | 9 | 5 | 2 | | 13 | 12 |

## BIRMINGHAM, AL

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 65.2 | | 38.1 | 30.0 | 45.8 | 27.1 | 21.3 | 55.3 | 45.2 | 38.4 | 30.9 | 43.1 | 28.3 | 21.6 | 16.0 | 15.5 | 30.6 | 24.0 | 16.1 | 14.4 |
| AVERAGE | 65.2 | | 38.1 | 30.7 | 45.0 | 29.8 | 22.2 | 51.7 | 43.3 | 38.6 | 31.2 | 43.1 | 31.2 | 26.1 | 17.7 | 16.3 | 33.6 | 21.0 | 16.3 | 13.7 |
| 25TH | 48.5 | | 36.5 | 27.5 | 44.5 | 25.5 | 21.5 | 36.5 | 36.5 | 31.5 | 27.5 | 35.5 | 26.5 | 16.5 | 14.5 | 13.5 | 29.5 | 15.5 | 14.5 | 13.5 |
| 50TH | 60.5 | | 38.5 | 28.5 | 44.5 | 29.5 | 22.5 | 48.5 | 39.5 | 33.5 | 30.5 | 36.5 | 29.5 | 22.5 | 15.5 | 15.5 | 33.5 | 20.5 | 16.5 | 13.5 |
| 75TH | 70.5 | | 39.5 | 31.5 | 46.5 | 32.5 | 23.5 | 65.5 | 46.5 | 44.5 | 35.5 | 57.5 | 37.5 | 28.5 | 20.5 | 17.5 | 46.5 | 20.5 | 18.5 | 14.5 |
| START | 53.7 | | 28.8 | 25.3 | 33.3 | 22.8 | 20.6 | 43.8 | 32.5 | 30.3 | 26.0 | 34.3 | 25.0 | 21.7 | 15.1 | 14.7 | 24.0 | 15.5 | 13.3 | 12.5 |
| NO. COMPANIES | 9 | | 3 | 4 | 2 | 6 | 5 | 8 | 6 | 7 | 11 | 10 | 7 | 5 | 8 | 12 | 5 | 4 | 6 | 10 |
| NO. EMPLOYEES | 9 | | 15 | 7 | 10 | 22 | 40 | 13 | 51 | 38 | 84 | 10 | 14 | 17 | 19 | 48 | 10 | 7 | 22 | 33 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## CHARLOTTE, NC

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 46.2 | 40.3 | 46.0 | 38.5 | 46.0 | 38.1 | 27.2 | 39.8 | 37.6 | 38.1 | 30.7 | 37.6 | 27.0 | 23.1 | 19.4 | 17.8 | 28.8 | 17.9 | 16.4 | 15.7 |
| AVERAGE | 46.3 | 40.3 | 42.2 | 38.0 | 46.0 | 38.1 | 23.3 | 39.8 | 39.1 | 37.9 | 28.1 | 37.6 | 27.3 | 21.7 | 19.8 | 19.0 | 28.8 | 17.9 | 16.2 | 15.6 |
| 25TH | 40.5 | 27.5 | 36.5 | 36.5 | 46.5 | 37.5 | 24.5 | 35.5 | 35.5 | 30.5 | 22.5 | 30.5 | 25.5 | 19.5 | 18.5 | 16.5 | 25.5 | 16.5 | 16.5 | 14.5 |
| 50TH | 45.5 | 44.5 | 36.5 | 35.5 | 46.5 | 37.5 | 26.5 | 37.5 | 38.5 | 39.5 | 27.5 | 40.5 | 26.5 | 19.5 | 18.5 | 16.5 | 27.5 | 17.5 | 16.5 | 15.5 |
| 75TH | 51.5 | 43.5 | 45.5 | 39.5 | 46.5 | 38.5 | 29.5 | 46.5 | 46.5 | 44.5 | 32.5 | 41.5 | 28.5 | 24.5 | 21.5 | 19.5 | 32.5 | 17.5 | 16.5 | 16.5 |
| START | 38.1 | 28.1 | 32.2 | 31.5 | 35.0 | 32.2 | 24.6 | 29.9 | 30.6 | 30.5 | 23.4 | 25.0 | 24.3 | 18.4 | 17.0 | 16.3 | 23.6 | 14.9 | 14.9 | 13.9 |
| NO. COMPANIES | 8 | 3 | 2 | 3 | 2 | 2 | 5 | 3 | 3 | 3 | 6 | 3 | 4 | 2 | 5 | 9 | 3 | 4 | 2 | 7 |
| NO. EMPLOYEES | 8 | 3 | 5 | 11 | 2 | 4 | 15 | 3 | 4 | 7 | 17 | 3 | 8 | 4 | 15 | 25 | 3 | 4 | 6 | 14 |

## COLUMBIA, SC

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 57.6 | | | 35.1 | 50.4 | | 23.9 | 51.8 | 42.4 | 32.4 | 25.7 | 42.9 | 30.6 | 23.3 | 20.2 | 17.5 | 22.0 | 17.7 | 15.3 | 11.4 |
| AVERAGE | 57.6 | | | 35.1 | 49.3 | | 23.0 | 51.8 | 44.5 | 34.5 | 27.2 | 42.9 | 34.9 | 23.0 | 19.9 | 17.5 | 23.0 | 17.3 | 14.9 | 11.8 |
| 25TH | 49.5 | | | 35.5 | 43.5 | | 21.5 | 41.5 | 41.5 | 29.5 | 24.5 | 38.5 | 26.5 | 21.5 | 18.5 | 17.5 | 18.5 | 15.5 | 13.5 | 11.5 |
| 50TH | 51.5 | | | 35.5 | 43.5 | | 21.5 | 50.5 | 44.5 | 33.5 | 27.5 | 39.5 | 30.5 | 22.5 | 20.5 | 17.5 | 22.5 | 15.5 | 13.5 | 11.5 |
| 75TH | 70.5 | | | 35.5 | 50.5 | | 24.5 | 52.5 | 46.5 | 39.5 | 30.5 | 40.5 | 42.5 | 24.5 | 21.5 | 18.5 | 27.5 | 19.5 | 16.5 | 12.5 |
| START | 50.5 | | | 26.5 | 36.7 | | 20.2 | 37.2 | 33.4 | 27.9 | 21.6 | 36.2 | 27.3 | 18.9 | 15.9 | 14.5 | 17.9 | 13.2 | 12.0 | 11.1 |
| NO. COMPANIES | 4 | | | 1 | 2 | | 2 | 4 | 4 | 6 | 6 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 2 | 3 |
| NO. EMPLOYEES | 4 | | | 33 | 11 | | 12 | 18 | 32 | 60 | 32 | 4 | 8 | 13 | 11 | 18 | 9 | 10 | 15 | 251 |

## DALLAS, TX

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 65.7 | 45.2 | 42.3 | 34.0 | 46.4 | 31.8 | 26.7 | 53.0 | 42.7 | 36.9 | 31.0 | 44.0 | 31.9 | 22.9 | 21.2 | 21.4 | 24.5 | 20.5 | 18.4 | 14.4 |
| AVERAGE | 65.1 | 47.4 | 39.2 | 32.1 | 47.0 | 33.3 | 28.3 | 54.7 | 43.9 | 36.3 | 30.1 | 45.3 | 31.0 | 23.1 | 20.5 | 18.9 | 25.5 | 19.3 | 18.6 | 15.7 |
| 25TH | 48.5 | 39.5 | 29.5 | 28.5 | 42.5 | 30.5 | 26.5 | 49.5 | 40.5 | 34.5 | 28.5 | 40.5 | 28.5 | 22.5 | 19.5 | 17.5 | 21.5 | 16.5 | 15.5 | 13.5 |
| 50TH | 60.5 | 46.5 | 41.5 | 31.5 | 47.5 | 31.5 | 26.5 | 52.5 | 42.5 | 37.5 | 30.5 | 46.5 | 29.5 | 23.5 | 20.5 | 18.5 | 27.5 | 19.5 | 18.5 | 16.5 |
| 75TH | 70.5 | 56.5 | 47.5 | 38.5 | 51.5 | 33.5 | 30.5 | 61.5 | 49.5 | 39.5 | 32.5 | 52.5 | 32.5 | 25.5 | 21.5 | 19.5 | 28.5 | 21.5 | 22.5 | 17.5 |
| START | 58.3 | 42.3 | 34.2 | 27.5 | 39.6 | 24.6 | 22.5 | 45.5 | 37.3 | 31.0 | 26.1 | 38.0 | 26.7 | 20.0 | 18.0 | 16.5 | 19.6 | 15.1 | 15.2 | 13.5 |
| NO. COMPANIES | 22 | 11 | 11 | 7 | 6 | 4 | 12 | 20 | 17 | 22 | 23 | 22 | 20 | 13 | 20 | 24 | 10 | 9 | 16 | 23 |
| NO. EMPLOYEES | 25 | 19 | 25 | 17 | 7 | 101 | 76 | 33 | 77 | 136 | 159 | 24 | 56 | 42 | 57 | 136 | 16 | 49 | 109 | 153 |

## FORT WORTH, TX

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 63.7 | | | 35.3 | | 28.3 | | 50.3 | 40.2 | 33.0 | 26.7 | 45.6 | 31.2 | 22.0 | 19.4 | 16.2 | 30.9 | 19.0 | 19.4 | 14.3 |
| AVERAGE | 63.7 | | | 31.0 | | 28.3 | | 48.9 | 41.6 | 34.1 | 28.2 | 45.6 | 33.2 | 22.7 | 20.2 | 16.6 | 30.9 | 18.2 | 19.8 | 15.4 |
| 25TH | 43.5 | | | 26.5 | | 26.5 | | 46.5 | 33.5 | 30.5 | 21.5 | 42.5 | 29.5 | 19.5 | 17.5 | 15.5 | 20.5 | 12.5 | 16.5 | 11.5 |
| 50TH | 53.5 | | | 26.5 | | 26.5 | | 48.5 | 39.5 | 30.5 | 25.5 | 42.5 | 31.5 | 21.5 | 19.5 | 15.5 | 23.5 | 16.5 | 19.5 | 13.5 |
| 75TH | 67.5 | | | 36.5 | | 28.5 | | 51.5 | 43.5 | 37.5 | 32.5 | 43.5 | 33.5 | 24.5 | 19.5 | 17.5 | 43.5 | 20.5 | 24.5 | 14.5 |
| START | 49.2 | | | 27.9 | | 25.6 | | 40.1 | 35.1 | 28.6 | 26.7 | 36.5 | 27.4 | 18.9 | 17.1 | 15.1 | 24.0 | 15.3 | 15.0 | 13.4 |
| NO. COMPANIES | 4 | | | 2 | | 1 | | 3 | 2 | 2 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 |
| NO. EMPLOYEES | 4 | | | 15 | | 6 | | 8 | 12 | 18 | 16 | 5 | 9 | 12 | 13 | 15 | 3 | 10 | 9 | 72 |

## GEORGIA (NORTHWEST)

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 52.8 | | | 32.7 | | | | | 32.4 | 29.6 | 25.6 | | 26.2 | | | 17.4 | | | | 14.5 |
| AVERAGE | 52.8 | | | 29.2 | | | | | 32.4 | 29.6 | 27.5 | | 26.3 | | | 17.0 | | | | 14.0 |
| 25TH | 47.5 | | | 23.5 | | | | | 32.5 | 26.5 | 24.5 | | 25.5 | | | 14.5 | | | | 13.5 |
| 50TH | 50.5 | | | 23.5 | | | | | 32.5 | 26.5 | 26.5 | | 25.5 | | | 15.5 | | | | 13.5 |
| 75TH | 61.5 | | | 34.5 | | | | | 32.5 | 33.5 | 30.5 | | 25.5 | | | 17.5 | | | | 15.5 |
| START | 27.5 | | | 23.3 | | | | | 0.0 | 0.0 | 25.0 | | 0.0 | | | 0.0 | | | | 13.2 |
| NO. COMPANIES | 3 | | | 2 | | | | | 1 | 2 | 3 | | 2 | | | 4 | | | | 3 |
| NO. EMPLOYEES | 3 | | | 6 | | | | | 2 | 2 | 26 | | 4 | | | 21 | | | | 7 |

## GREENSBORO, NC

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 55.7 | | 37.7 | 35.5 | 51.2 | 31.6 | 20.3 | 48.6 | 36.3 | 26.0 | 26.6 | 38.5 | 29.1 | 21.6 | 20.4 | 17.1 | 22.6 | 17.1 | 14.5 | 14.2 |
| AVERAGE | 55.7 | | 37.7 | 31.9 | 51.2 | 34.1 | 20.6 | 48.6 | 36.5 | 30.2 | 27.3 | 37.9 | 29.1 | 21.6 | 20.0 | 17.8 | 22.6 | 17.1 | 14.5 | 13.6 |
| 25TH | 38.5 | | 37.5 | 23.5 | 39.5 | 26.5 | 18.5 | 38.5 | 35.5 | 27.5 | 23.5 | 35.5 | 23.5 | 19.5 | 19.5 | 16.5 | 21.5 | 16.5 | 14.5 | 11.5 |
| 50TH | 38.5 | | 37.5 | 28.5 | 39.5 | 26.5 | 18.5 | 47.5 | 35.5 | 27.5 | 27.5 | 40.5 | 23.5 | 21.5 | 19.5 | 17.5 | 21.5 | 16.5 | 14.5 | 14.5 |
| 75TH | 70.5 | | 37.5 | 30.5 | 63.5 | 41.5 | 22.5 | 48.5 | 37.5 | 33.5 | 28.5 | 41.5 | 34.5 | 22.5 | 21.5 | 18.5 | 23.5 | 17.5 | 14.5 | 15.5 |
| START | 31.6 | | 0.0 | 25.2 | 34.5 | 27.1 | 15.6 | 42.0 | 0.0 | 24.4 | 20.4 | 32.2 | 30.3 | 19.4 | 16.6 | 15.3 | 13.6 | 0.0 | 0.0 | 12.4 |
| NO. COMPANIES | 2 | | 1 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 6 | 2 | 4 | 5 | 6 | 2 | 2 | 1 | 4 |
| NO. EMPLOYEES | 2 | | 5 | 10 | 2 | 6 | 7 | 4 | 5 | 9 | 16 | 7 | 2 | 6 | 21 | 16 | 2 | 2 | 3 | 18 |

## GREENVILLE, SC

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 66.1 | | 40.9 | 36.3 | | | 24.8 | 46.8 | 49.1 | 37.0 | 28.4 | 35.2 | 31.7 | 25.5 | 23.3 | 18.2 | 34.8 | 20.0 | 16.6 | 14.5 |
| AVERAGE | 68.4 | | 49.6 | 36.0 | | | 22.2 | 47.6 | 49.1 | 39.8 | 26.5 | 35.2 | 30.8 | 25.5 | 24.6 | 18.0 | 36.0 | 19.9 | 16.9 | 15.6 |
| 25TH | 63.5 | | 39.5 | 34.5 | | | 16.5 | 41.5 | 49.5 | 28.5 | 23.5 | 24.5 | 15.5 | 25.5 | 18.5 | 16.5 | 27.5 | 19.5 | 16.5 | 12.5 |
| 50TH | 63.5 | | 39.5 | 36.5 | | | 25.5 | 46.5 | 49.5 | 38.5 | 24.5 | 40.5 | 26.5 | 25.5 | 20.5 | 18.5 | 30.5 | 19.5 | 16.5 | 14.5 |
| 75TH | 70.5 | | 60.5 | 37.5 | | | 25.5 | 55.5 | 49.5 | 52.5 | 29.5 | 41.5 | 35.5 | 25.5 | 20.5 | 18.5 | 32.5 | 20.5 | 17.5 | 14.5 |
| START | 51.0 | | 32.6 | 28.1 | | | 19.1 | 37.8 | 0.0 | 24.2 | 20.4 | 27.3 | 26.1 | 20.3 | 19.1 | 14.5 | 20.9 | 16.5 | 14.2 | 10.3 |
| NO. COMPANIES | 2 | | 2 | 3 | | | 3 | 3 | 1 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 4 | 2 | 2 | 5 |
| NO. EMPLOYEES | 4 | | 12 | 32 | | | 24 | 16 | 10 | 47 | 53 | 3 | 7 | 2 | 6 | 12 | 5 | 3 | 9 | 25 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## HOUSTON, TX

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.6 | | 39.7 | 38.6 | 41.6 | 35.2 | 28.0 | | | | 30.7 | 42.5 | 36.7 | 26.9 | 21.5 | 17.4 | 26.6 | | 18.8 | 13.8 |
| AVERAGE | 54.6 | | 39.7 | 43.9 | 43.5 | 35.4 | 28.6 | | | | 32.1 | 42.5 | 36.7 | 26.9 | 21.4 | 17.4 | 26.6 | | 19.8 | 14.1 |
| 25TH | 50.5 | | 38.5 | 31.5 | 38.5 | 34.5 | 27.5 | | | | 30.5 | 35.5 | 33.5 | 20.5 | 21.5 | 15.5 | 26.5 | | 16.5 | 12.5 |
| 50TH | 57.5 | | 39.5 | 36.5 | 39.5 | 34.5 | 27.5 | | | | 30.5 | 45.5 | 37.5 | 24.5 | 21.5 | 17.5 | 26.5 | | 17.5 | 13.5 |
| 75TH | 60.5 | | 39.5 | 39.5 | 47.5 | 36.5 | 30.5 | | | | 34.5 | 46.5 | 39.5 | 36.5 | 22.5 | 19.5 | 26.5 | | 19.5 | 16.5 |
| START | 44.1 | | 32.9 | 28.9 | 36.6 | 31.2 | 26.2 | | | | 27.2 | 34.9 | 27.7 | 26.4 | 19.1 | 15.2 | 19.7 | | 14.4 | 12.3 |
| NO. COMPANIES | 6 | | 1 | 4 | 2 | 2 | 2 | | | | 2 | 3 | 3 | 3 | 5 | 6 | 2 | | 4 | 5 |
| NO. EMPLOYEES | 6 | | 3 | 9 | 4 | 7 | 4 | | | | 8 | 3 | 3 | 3 | 9 | 23 | 2 | | 7 | 9 |

## KINGSPORT, TN

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.3 | | 36.5 | 34.1 | | 41.3 | 35.1 | 44.7 | 43.4 | 34.2 | 31.8 | 33.0 | 29.4 | 24.9 | 20.5 | 17.1 | 27.6 | 16.3 | 17.1 | 16.0 |
| AVERAGE | 54.3 | | 35.0 | 34.5 | | 41.3 | 33.5 | 43.5 | 40.0 | 34.1 | 28.4 | 34.5 | 29.4 | 25.5 | 20.7 | 16.7 | 27.6 | 17.5 | 17.6 | 15.5 |
| 25TH | 48.5 | | 30.5 | 30.5 | | 25.5 | 23.5 | 43.5 | 28.5 | 26.5 | 23.5 | 27.5 | 22.5 | 21.5 | 20.5 | 13.5 | 21.5 | 12.5 | 14.5 | 11.5 |
| 50TH | 50.5 | | 30.5 | 31.5 | | 30.5 | 37.5 | 45.5 | 40.5 | 30.5 | 23.5 | 27.5 | 28.5 | 22.5 | 22.5 | 15.5 | 21.5 | 13.5 | 17.5 | 15.5 |
| 75TH | 58.5 | | 33.5 | 34.5 | | 46.5 | 39.5 | 61.5 | 51.5 | 39.5 | 30.5 | 40.5 | 35.5 | 25.5 | 22.5 | 19.5 | 34.5 | 20.5 | 21.5 | 16.5 |
| START | 48.3 | | 28.6 | 27.2 | | 30.9 | 27.7 | 37.5 | 32.8 | 27.6 | 23.5 | 28.6 | 26.0 | 18.0 | 17.7 | 14.1 | 20.2 | 14.5 | 12.4 | 10.8 |
| NO. COMPANIES | 9 | | 2 | 4 | | 4 | 3 | 6 | 3 | 6 | 7 | 4 | 5 | 4 | 5 | 3 | 2 | 3 | 3 | 4 |
| NO. EMPLOYEES | 9 | | 3 | 14 | | 4 | 11 | 6 | 7 | 12 | 60 | 5 | 6 | 5 | 9 | 14 | 2 | 4 | 6 | 12 |

## KNOXVILLE, TN

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 37.6 | 46.8 | 41.2 | 31.9 | | | 28.3 | 46.7 | 39.8 | 30.2 | 28.9 | | 37.6 | 22.5 | 18.6 | 15.0 | 25.3 | 17.5 | 14.6 | 13.5 |
| AVERAGE | 37.6 | 46.0 | 38.3 | 28.3 | | | 28.3 | 46.7 | 39.6 | 31.3 | 22.2 | | 37.6 | 22.2 | 16.9 | 15.0 | 22.3 | 17.5 | 15.8 | 13.6 |
| 25TH | 28.6 | 41.6 | 34.5 | 23.6 | | | 23.5 | 45.5 | 30.5 | 26.5 | 21.5 | | 35.5 | 18.5 | 16.5 | 11.5 | 21.5 | 16.5 | 12.5 | 12.5 |
| 50TH | 30.5 | 41.6 | 34.5 | 23.6 | | | 23.5 | 45.5 | 41.5 | 31.5 | 22.5 | | 35.5 | 23.5 | 16.5 | 13.5 | 21.5 | 17.5 | 14.5 | 13.5 |
| 75TH | 53.6 | 50.5 | 41.5 | 34.5 | | | 28.5 | 48.5 | 48.5 | 31.5 | 22.5 | | 39.5 | 28.5 | 21.5 | 18.5 | 24.5 | 19.5 | 16.5 | 14.5 |
| START | 31.9 | 33.4 | 31.7 | 23.2 | | | 22.9 | 31.4 | 26.7 | 27.5 | 19.0 | | 31.6 | 17.9 | 16.3 | 14.4 | 18.3 | 13.6 | 14.0 | 12.4 |
| NO. COMPANIES | 6 | 2 | 2 | 2 | | | 1 | 2 | 3 | 4 | 5 | | 2 | 3 | 2 | 4 | 2 | 3 | 4 | 3 |
| NO. EMPLOYEES | 6 | 6 | 14 | 9 | | | 4 | 2 | 6 | 8 | 10 | | 2 | 10 | 3 | 6 | 3 | 4 | 13 | 15 |

## LEXINGTON, KY

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 45.1 | | | | 30.7 | 31.5 | 21.8 | 38.8 | 41.9 | 31.8 | 25.5 | 34.9 | 27.4 | 20.2 | 16.6 | 13.9 | 20.4 | 15.0 | 13.6 | 11.8 |
| AVERAGE | 45.1 | | | | 30.7 | 28.0 | 19.2 | 36.1 | 45.0 | 31.3 | 23.4 | 34.9 | 27.7 | 19.9 | 16.7 | 15.5 | 21.3 | 14.5 | 14.8 | 11.5 |
| 25TH | 24.5 | | | | 23.5 | 23.5 | 16.5 | 28.5 | 37.5 | 25.5 | 19.5 | 24.5 | 27.5 | 17.5 | 16.5 | 13.5 | 16.5 | 13.5 | 12.5 | 11.5 |
| 50TH | 44.5 | | | | 23.5 | 25.5 | 16.5 | 30.5 | 37.5 | 28.5 | 22.5 | 32.5 | 27.5 | 19.5 | 16.5 | 15.5 | 18.5 | 13.5 | 13.5 | 11.5 |
| 75TH | 57.5 | | | | 37.5 | 30.5 | 22.5 | 35.5 | 52.5 | 39.5 | 25.5 | 40.5 | 28.5 | 21.5 | 16.5 | 16.5 | 29.5 | 15.5 | 16.5 | 12.5 |
| START | 32.2 | | | | 26.1 | 21.6 | 14.4 | 27.9 | 26.5 | 23.6 | 19.9 | 26.5 | 22.6 | 16.3 | 14.6 | 14.1 | 12.7 | 11.6 | 11.8 | 10.9 |
| NO. COMPANIES | 6 | | | | 2 | 5 | 2 | 4 | 2 | 3 | 5 | 7 | 2 | 4 | 4 | 9 | 3 | 2 | 4 | 5 |
| NO. EMPLOYEES | 6 | | | | 2 | 12 | 12 | 5 | 21 | 32 | 43 | 7 | 4 | 8 | 16 | 31 | 4 | 4 | 19 | 25 |

## LITTLE ROCK, AR

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 54.7 | 43.2 | 41.9 | 32.7 | 40.1 | 35.8 | 24.8 | 38.9 | 48.9 | 31.4 | 30.0 | 31.7 | 31.9 | 22.1 | 19.1 | 16.9 | 22.2 | | 17.2 | 13.9 |
| AVERAGE | 54.7 | 45.4 | 38.8 | 29.8 | 37.7 | 35.8 | 23.3 | 38.9 | 40.4 | 31.3 | 29.4 | 31.7 | 32.6 | 21.1 | 18.7 | 16.2 | 23.8 | | 15.9 | 14.1 |
| 25TH | 50.5 | 39.5 | 30.5 | 22.5 | 34.5 | 30.5 | 19.5 | 32.5 | 29.5 | 27.5 | 23.5 | 23.5 | 26.5 | 18.5 | 16.5 | 13.5 | 16.5 | | 13.5 | 12.5 |
| 50TH | 52.5 | 33.5 | 40.5 | 30.5 | 35.5 | 37.5 | 21.5 | 35.5 | 35.5 | 28.5 | 25.5 | 25.5 | 33.5 | 20.5 | 19.5 | 14.5 | 19.5 | | 15.5 | 13.5 |
| 75TH | 60.5 | 54.5 | 46.5 | 39.5 | 43.5 | 37.5 | 23.5 | 42.5 | 43.5 | 32.5 | 34.5 | 48.5 | 40.5 | 22.5 | 21.5 | 18.5 | 26.5 | | 18.5 | 15.5 |
| START | 44.3 | 33.5 | 30.3 | 25.6 | 30.2 | 28.5 | 21.5 | 32.0 | 34.3 | 26.6 | 24.1 | 28.8 | 27.3 | 17.0 | 16.4 | 13.6 | 19.3 | | 13.4 | 11.6 |
| NO. COMPANIES | 12 | 5 | 9 | 7 | 5 | 4 | 7 | 5 | 4 | 6 | 8 | 7 | 6 | 8 | 11 | 10 | 6 | | 6 | 9 |
| NO. EMPLOYEES | 16 | 6 | 53 | 52 | 30 | 47 | 72 | 5 | 28 | 50 | 21 | 7 | 18 | 27 | 44 | 49 | 11 | | 83 | 37 |

## LOUISVILLE, KY

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 54.1 | 47.4 | 39.6 | 35.6 | 52.3 | 33.4 | 26.3 | 48.1 | 43.1 | 33.7 | 28.4 | 46.0 | 30.3 | 24.4 | 20.8 | 18.7 | 22.8 | 18.9 | 13.7 | 14.3 |
| AVERAGE | 54.0 | 46.2 | 37.9 | 35.7 | 52.5 | 30.5 | 27.3 | 49.0 | 41.4 | 34.6 | 25.8 | 46.0 | 29.8 | 22.7 | 21.4 | 15.5 | 24.9 | 20.5 | 16.3 | 14.2 |
| 25TH | 34.5 | 39.5 | 36.5 | 33.5 | 43.5 | 24.5 | 21.5 | 37.5 | 34.5 | 34.5 | 19.5 | 40.5 | 22.5 | 17.5 | 16.5 | 12.5 | 20.5 | 16.5 | 14.5 | 11.5 |
| 50TH | 47.5 | 47.5 | 39.5 | 34.5 | 53.5 | 29.5 | 26.5 | 46.5 | 36.5 | 36.5 | 27.5 | 41.5 | 34.5 | 22.5 | 22.5 | 14.5 | 24.5 | 21.5 | 16.5 | 12.5 |
| 75TH | 69.5 | 50.5 | 42.5 | 39.5 | 60.5 | 36.5 | 33.5 | 54.5 | 47.5 | 36.5 | 31.5 | 48.5 | 34.5 | 25.5 | 23.5 | 17.5 | 30.5 | 23.5 | 19.5 | 16.5 |
| START | 44.3 | 37.3 | 30.2 | 29.6 | 40.3 | 28.6 | 25.6 | 42.5 | 32.8 | 35.0 | 22.4 | 40.0 | 24.5 | 18.9 | 17.8 | 13.9 | 18.6 | 13.8 | 12.8 | 11.0 |
| NO. COMPANIES | 12 | 5 | 6 | 7 | 3 | 6 | 7 | 8 | 6 | 5 | 10 | 6 | 7 | 9 | 6 | 12 | 5 | 3 | 5 | 8 |
| NO. EMPLOYEES | 13 | 25 | 67 | 98 | 5 | 37 | 30 | 19 | 21 | 31 | 59 | 6 | 17 | 20 | 40 | 58 | 7 | 5 | 29 | 36 |

## NORFOLK, VA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 48.5 | 45.2 | 38.3 | 32.1 | 53.6 | 31.8 | 26.5 | 41.2 | 38.3 | 31.3 | 34.8 | 31.1 | 26.2 | 21.4 | 19.6 | 20.4 | 22.2 | | | 13.2 |
| AVERAGE | 48.5 | 44.6 | 38.4 | 34.1 | 53.6 | 30.6 | 25.4 | 50.6 | 38.3 | 33.1 | 28.1 | 34.3 | 26.1 | 21.4 | 19.0 | 16.9 | 22.2 | | | 13.5 |
| 25TH | 37.5 | 39.5 | 37.5 | 31.5 | 53.5 | 23.5 | 23.5 | 40.5 | 28.5 | 28.5 | 23.5 | 26.5 | 24.5 | 18.5 | 16.5 | 13.5 | 19.5 | | | 13.5 |
| 50TH | 47.5 | 40.5 | 38.5 | 35.5 | 53.5 | 30.5 | 24.5 | 43.5 | 41.5 | 31.5 | 29.5 | 31.5 | 24.5 | 18.5 | 18.5 | 16.5 | 20.5 | | | 13.5 |
| 75TH | 58.5 | 50.5 | 38.5 | 35.5 | 53.5 | 36.5 | 25.5 | 53.5 | 45.5 | 36.5 | 32.5 | 44.5 | 27.5 | 19.5 | 19.5 | 17.5 | 26.5 | | | 14.5 |
| START | 42.2 | 32.7 | 31.8 | 29.1 | 42.6 | 26.9 | 22.4 | 43.2 | 41.1 | 31.4 | 24.7 | 33.8 | 25.3 | 20.1 | 18.1 | 15.9 | 22.7 | | | 13.0 |
| NO. COMPANIES | 11 | 6 | 4 | 3 | 2 | 3 | 5 | 4 | 3 | 5 | 8 | 5 | 7 | 4 | 7 | 8 | 3 | | | 5 |
| NO. EMPLOYEES | 11 | 10 | 13 | 25 | 2 | 13 | 25 | 35 | 3 | 11 | 255 | 3 | 8 | 3 | 9 | 48 | 3 | | | 11 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## OKLAHOMA CITY, OK

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 42.5 | 35.4 | 31.2 | 27.2 | 33.8 | 31.1 | 26.5 | 37.7 | 42.7 | 31.2 | 27.4 | 36.2 | 33.4 | 20.3 | 19.3 | 20.7 | 21.7 | 17.0 | 14.3 | 12.8 |
| AVERAGE | 53.6 | 44.7 | 33.2 | 33.5 | 38.7 | 31.7 | 24.2 | 44.9 | 57.4 | 31.9 | 26.3 | 34.6 | 32.4 | 21.2 | 19.3 | 16.1 | 20.7 | 15.3 | 15.2 | 12.9 |
| 25TH | 39.5 | 34.5 | 35.5 | 31.5 | 37.5 | 29.5 | 20.5 | 39.5 | 33.5 | 30.5 | 24.5 | 30.5 | 33.5 | 16.5 | 17.5 | 13.5 | 11.5 | 12.5 | 10.5 | 11.5 |
| 50TH | 50.5 | 45.5 | 36.5 | 34.5 | 40.5 | 30.5 | 22.5 | 45.5 | 37.5 | 30.5 | 27.5 | 33.5 | 33.5 | 19.5 | 20.5 | 14.5 | 21.5 | 13.5 | 14.5 | 12.5 |
| 75TH | 56.5 | 56.5 | 44.5 | 35.5 | 45.5 | 33.5 | 28.5 | 50.5 | 40.5 | 34.5 | 29.5 | 35.5 | 35.5 | 26.5 | 22.5 | 19.5 | 25.5 | 17.5 | 15.5 | 14.5 |
| START | 37.1 | 30.1 | 26.5 | 26.0 | 25.5 | 26.5 | 22.5 | 32.4 | 29.4 | 27.1 | 22.0 | 26.9 | 26.5 | 14.1 | 15.4 | 13.3 | 15.9 | 13.2 | 10.4 | 10.3 |
| NO. COMPANIES | 17 | 7 | 8 | 5 | 5 | 3 | 5 | 6 | 9 | 10 | 13 | 6 | 5 | 5 | 9 | 19 | 6 | 5 | 4 | 9 |
| NO. EMPLOYEES | 58 | 53 | 31 | 53 | 21 | 21 | 13 | 61 | 15 | 59 | 51 | 7 | 17 | 9 | 20 | 110 | 31 | 61 | 209 | 34 |

## ORLANDO, FL

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 46.3 | | | 39.2 | 48.1 | 37.6 | 27.1 | 59.4 | 47.7 | 38.3 | 31.3 | 40.7 | 26.8 | 24.2 | 22.4 | 20.6 | | 19.3 | 13.6 | 14.7 |
| AVERAGE | 46.3 | | | 36.6 | 49.4 | 38.3 | 26.7 | 50.5 | 47.4 | 39.9 | 30.0 | 46.2 | 26.8 | 23.4 | 22.0 | 20.0 | | 19.3 | 13.3 | 14.6 |
| 25TH | 41.5 | | | 25.5 | 46.5 | 36.5 | 26.5 | 32.5 | 44.5 | 35.5 | 27.5 | 34.5 | 24.5 | 18.5 | 19.5 | 16.5 | | 16.5 | 13.5 | 12.5 |
| 50TH | 45.5 | | | 34.5 | 46.5 | 36.5 | 26.5 | 32.5 | 48.5 | 39.5 | 30.5 | 35.5 | 25.5 | 22.5 | 19.5 | 19.5 | | 20.5 | 13.5 | 15.5 |
| 75TH | 46.5 | | | 38.5 | 50.5 | 40.5 | 27.5 | 69.5 | 49.5 | 43.5 | 31.5 | 43.5 | 30.5 | 25.5 | 24.5 | 21.5 | | 20.5 | 13.5 | 16.5 |
| START | 43.1 | | | 30.6 | 41.6 | 32.9 | 22.1 | 46.1 | 39.3 | 32.7 | 26.4 | 37.1 | 26.1 | 17.3 | 16.1 | 14.5 | | 14.5 | 11.5 | 13.5 |
| NO. COMPANIES | 5 | | | 4 | 2 | 2 | 2 | 2 | 3 | 7 | 9 | 4 | 5 | 4 | 4 | 9 | | 3 | 2 | 5 |
| NO. EMPLOYEES | 5 | | | 9 | 4 | 12 | 6 | 4 | 14 | 40 | 31 | 6 | 5 | 5 | 12 | 26 | | 3 | 22 | 8 |

## RALEIGH, NC

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 76.1 | 53.2 | 33.6 | 39.3 | 43.3 | 30.5 | 27.1 | 47.4 | 43.3 | 35.3 | 32.0 | 42.1 | 34.6 | 27.4 | 23.1 | 19.0 | 23.5 | 16.7 | 16.0 | 13.0 |
| AVERAGE | 64.5 | 51.7 | 41.3 | 35.4 | 50.1 | 30.9 | 27.0 | 48.6 | 43.3 | 31.2 | 33.4 | 42.4 | 34.2 | 25.9 | 22.2 | 12.6 | 26.3 | 13.6 | 16.7 | 13.3 |
| 25TH | 53.5 | 47.5 | 36.5 | 32.5 | 40.5 | 30.5 | 12.5 | 44.5 | 40.5 | 30.5 | 29.5 | 32.5 | 27.5 | 20.5 | 17.5 | 17.5 | 22.5 | 17.5 | 15.5 | 11.5 |
| 50TH | 58.5 | 49.5 | 40.5 | 34.5 | 40.5 | 30.5 | 22.5 | 47.5 | 41.5 | 33.5 | 32.5 | 41.5 | 32.5 | 27.5 | 21.5 | 19.5 | 22.5 | 17.5 | 16.5 | 13.5 |
| 75TH | 70.5 | 58.5 | 45.5 | 36.5 | 59.5 | 31.5 | 27.5 | 49.5 | 45.5 | 36.5 | 36.5 | 54.5 | 36.5 | 29.5 | 26.5 | 19.5 | 23.5 | 19.5 | 19.5 | 14.5 |
| START | 49.9 | 34.2 | 31.6 | 26.2 | 38.2 | 25.0 | 26.4 | 37.5 | 35.7 | 27.6 | 28.0 | 38.5 | 30.9 | 24.0 | 19.9 | 17.1 | 19.2 | 15.3 | 13.7 | 12.4 |
| NO. COMPANIES | 10 | 3 | 4 | 5 | 2 | 2 | 4 | 5 | 8 | 13 | 11 | 11 | 10 | 7 | 11 | 14 | 7 | 6 | 11 | 12 |
| NO. EMPLOYEES | 100 | 4 | 11 | 21 | 12 | 16 | 20 | 50 | 82 | 183 | 198 | 21 | 33 | 46 | 37 | 111 | 32 | 41 | 354 | 66 |

## RICHMOND, VA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 51.5 | 40.5 | 47.6 | 42.4 | 53.2 | | 30.1 | 51.1 | 44.1 | 37.1 | 31.6 | 48.2 | 32.1 | 24.2 | 19.9 | 17.5 | 24.7 | 22.5 | 15.3 | 13.8 |
| AVERAGE | 51.5 | 40.5 | 46.5 | 37.8 | 53.2 | | 27.1 | 51.7 | 42.7 | 34.2 | 29.9 | 49.2 | 33.1 | 24.0 | 20.5 | 17.5 | 24.7 | 20.1 | 15.5 | 15.5 |
| 25TH | 41.5 | 36.5 | 33.5 | 25.5 | 49.5 | | 24.5 | 46.5 | 34.5 | 29.5 | 25.5 | 38.5 | 29.5 | 22.5 | 19.5 | 16.5 | 21.5 | 16.5 | 13.5 | 13.5 |
| 50TH | 59.5 | 40.5 | 47.5 | 37.5 | 49.5 | | 24.5 | 51.5 | 39.5 | 33.5 | 29.5 | 47.5 | 31.5 | 25.5 | 19.5 | 17.5 | 23.5 | 19.5 | 14.5 | 16.5 |
| 75TH | 70.5 | 45.5 | 62.5 | 46.5 | 70.5 | | 30.5 | 59.5 | 46.5 | 38.5 | 31.5 | 62.5 | 37.5 | 26.5 | 22.5 | 19.5 | 28.5 | 23.5 | 17.5 | 17.5 |
| START | 50.3 | 31.3 | 38.4 | 41.2 | 45.8 | | 25.1 | 42.4 | 36.0 | 23.4 | 25.7 | 42.8 | 28.6 | 21.2 | 17.3 | 15.3 | 20.7 | 14.6 | 13.2 | 13.0 |
| NO. COMPANIES | 15 | 5 | 5 | 6 | 2 | | 6 | 11 | 10 | 12 | 16 | 7 | 11 | 9 | 7 | 16 | 10 | 5 | 8 | 13 |
| NO. EMPLOYEES | 15 | 5 | 51 | 17 | 2 | | 26 | 24 | 50 | 105 | 137 | 7 | 19 | 33 | 36 | 84 | 10 | 6 | 54 | 113 |

## ROANOKE, VA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | | | | | | | | | | | 23.1 | 24.7 | 22.1 | | 27.4 | | 23.1 | 20.1 | 21.6 | 14.6 |
| AVERAGE | | | | | | | | | | | 31.7 | 24.7 | 23.1 | | 27.4 | | 23.1 | 20.1 | 21.6 | 14.6 |
| 25TH | | | | | | | | | | | 24.5 | 16.5 | 18.5 | | 27.5 | | 12.5 | 14.5 | 21.5 | 11.5 |
| 50TH | | | | | | | | | | | 24.5 | 16.5 | 18.5 | | 27.5 | | 12.5 | 14.5 | 21.5 | 17.5 |
| 75TH | | | | | | | | | | | 33.5 | 33.5 | 27.5 | | 27.5 | | 34.5 | 25.5 | 21.5 | 18.5 |
| START | | | | | | | | | | | 26.2 | 21.6 | 20.5 | | 17.3 | | 28.2 | 17.7 | 18.7 | 11.4 |
| NO. COMPANIES | | | | | | | | | | | 2 | 2 | 2 | | 1 | | 2 | 2 | 1 | 3 |
| NO. EMPLOYEES | | | | | | | | | | | 4 | 2 | 2 | | 7 | | 2 | 2 | 10 | 3 |

## TULSA, OK

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 55.8 | 42.5 | 45.2 | 36.1 | 44.0 | 25.3 | 33.9 | 50.6 | 41.3 | 37.7 | 30.9 | 49.1 | 36.6 | 23.3 | 22.1 | 17.2 | 26.4 | 22.5 | 17.1 | 14.5 |
| AVERAGE | 55.8 | 42.5 | 45.4 | 36.1 | 44.0 | 25.3 | 33.9 | 50.7 | 40.7 | 37.8 | 30.0 | 48.2 | 36.4 | 25.5 | 22.4 | 17.8 | 26.4 | 21.1 | 18.2 | 14.3 |
| 25TH | 48.5 | 31.5 | 45.5 | 33.5 | 38.5 | 25.5 | 21.5 | 42.5 | 33.5 | 33.5 | 29.5 | 41.5 | 32.5 | 21.5 | 20.5 | 16.5 | 19.5 | 17.5 | 13.5 | 12.5 |
| 50TH | 56.5 | 38.5 | 45.5 | 34.5 | 42.5 | 25.5 | 22.5 | 46.5 | 33.5 | 37.5 | 31.5 | 47.5 | 35.5 | 22.5 | 22.5 | 17.5 | 22.5 | 19.5 | 19.5 | 15.5 |
| 75TH | 62.5 | 48.5 | 45.5 | 38.5 | 50.5 | 25.5 | 57.5 | 58.5 | 48.5 | 42.5 | 32.5 | 53.5 | 42.5 | 23.5 | 23.5 | 20.5 | 31.5 | 25.5 | 21.5 | 16.5 |
| START | 50.7 | 33.4 | 33.7 | 29.1 | 36.0 | 27.3 | 26.2 | 40.1 | 33.1 | 29.1 | 28.7 | 32.2 | 28.3 | 21.6 | 19.0 | 15.4 | 20.5 | 16.5 | 14.6 | 12.6 |
| NO. COMPANIES | 16 | 4 | 2 | 8 | 3 | 1 | 3 | 10 | 6 | 13 | 15 | 9 | 14 | 7 | 13 | 13 | 5 | 5 | 7 | 12 |
| NO. EMPLOYEES | 18 | 4 | 10 | 21 | 3 | 3 | 4 | 27 | 34 | 35 | 35 | 13 | 22 | 13 | 30 | 60 | 5 | 7 | 12 | 26 |

## WINSTON-SALEM, NC

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.3 | 47.0 | 40.7 | 32.5 | | 26.3 | 50.3 | 71.2 | 55.4 | 45.2 | 33.6 | 54.0 | 35.3 | 27.4 | 23.7 | 26.4 | | 18.1 | 14.3 | 15.1 |
| AVERAGE | 54.3 | 47.0 | 40.7 | 31.4 | | 23.7 | 26.5 | 61.4 | 55.4 | 38.4 | 27.0 | 54.0 | 32.0 | 22.3 | 23.1 | 22.2 | | 17.2 | 14.3 | 14.2 |
| 25TH | 28.5 | 47.5 | 40.5 | 29.5 | | 20.5 | 18.5 | 32.5 | 55.5 | 25.5 | 25.5 | 22.5 | 17.5 | 16.5 | 16.5 | 16.5 | | 17.5 | 14.5 | 12.5 |
| 50TH | 30.5 | 47.5 | 40.5 | 31.5 | | 20.5 | 27.5 | 38.5 | 55.5 | 41.5 | 24.5 | 42.5 | 25.5 | 18.5 | 18.5 | 22.5 | | 17.5 | 14.5 | 12.5 |
| 75TH | 81.5 | 47.5 | 40.5 | 33.5 | | 34.5 | 33.5 | 70.5 | 55.5 | 43.5 | 26.5 | 70.5 | 40.5 | 20.5 | 32.5 | 28.5 | | 18.5 | 14.5 | 15.5 |
| START | 57.4 | 37.2 | 33.7 | 25.7 | | 25.5 | 22.5 | 60.0 | 47.5 | 33.5 | 25.3 | 42.4 | 28.6 | 21.2 | 20.3 | 13.5 | | 14.3 | 13.4 | 12.5 |
| NO. COMPANIES | 4 | 1 | 1 | 4 | | 2 | 3 | 2 | 1 | 3 | 6 | 3 | 5 | 4 | 2 | 5 | | 2 | 2 | 5 |
| NO. EMPLOYEES | 4 | 5 | 3 | 11 | | 3 | 24 | 7 | 22 | 58 | 76 | 3 | 11 | 14 | 33 | 36 | | 6 | 12 | 21 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## WESTERN UNITED STATES

### DENVER, CO

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.9 | | | | | 23.5 | 24.6 | 48.5 | 39.1 | 32.6 | 31.0 | 55.0 | 30.9 | | 24.8 | 19.1 | | 18.2 | | 15.0 |
| AVERAGE | 54.9 | | | | | 23.5 | 24.6 | 48.5 | 39.1 | 36.0 | 30.7 | 55.0 | 30.9 | | 24.8 | 19.4 | | 18.2 | | 14.9 |
| 25TH | 48.5 | | | | | 23.5 | 23.5 | 44.5 | 39.5 | 30.5 | 27.5 | 50.5 | 30.5 | | 24.5 | 17.5 | | 15.5 | | 14.5 |
| 50TH | 48.5 | | | | | 23.5 | 23.5 | 44.5 | 39.5 | 32.5 | 29.5 | 50.5 | 30.5 | | 24.5 | 19.5 | | 15.5 | | 14.5 |
| 75TH | 61.5 | | | | | 23.5 | 26.5 | 52.5 | 39.5 | 45.5 | 32.5 | 59.5 | 30.5 | | 24.5 | 21.5 | | 21.5 | | 15.5 |
| START | 42.1 | | | | | 21.2 | 21.2 | 36.4 | 31.1 | 30.0 | 25.9 | 37.1 | 24.2 | | 18.9 | 16.7 | | 16.1 | | 13.7 |
| NO. COMPANIES | 2 | | | | | 1 | 2 | 2 | 1 | 3 | 4 | 2 | 1 | | 1 | 3 | | 2 | | 2 |
| NO. EMPLOYEES | 2 | | | | | 2 | 2 | 2 | 2 | 8 | 13 | 2 | 2 | | 2 | 6 | | 2 | | 3 |

### LOS ANGELES, CA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 45.8 | 58.0 | 47.6 | 42.6 | 62.3 | 39.1 | 31.2 | 70.9 | 34.7 | 45.2 | 36.6 | 45.8 | 34.4 | 28.2 | 24.5 | 21.1 | 30.7 | 24.8 | 20.2 | 17.2 |
| AVERAGE | 45.8 | 62.2 | 44.9 | 40.2 | 62.3 | 36.3 | 31.8 | 73.2 | 38.6 | 44.5 | 38.3 | 45.8 | 34.6 | 26.2 | 24.9 | 20.9 | 30.7 | 24.1 | 20.0 | 16.9 |
| 25TH | 26.5 | 54.5 | 36.5 | 34.5 | 60.5 | 27.5 | 26.5 | 61.5 | 20.5 | 41.5 | 35.5 | 37.5 | 31.5 | 18.5 | 24.5 | 19.5 | 30.5 | 22.5 | 18.5 | 15.5 |
| 50TH | 34.5 | 63.5 | 36.5 | 43.5 | 60.5 | 37.5 | 29.5 | 69.5 | 30.5 | 45.5 | 35.5 | 40.5 | 31.5 | 28.5 | 24.5 | 20.5 | 30.5 | 22.5 | 20.5 | 16.5 |
| 75TH | 63.5 | 66.5 | 53.5 | 44.5 | 64.5 | 44.5 | 39.5 | 70.5 | 49.5 | 46.5 | 40.5 | 57.5 | 32.5 | 31.5 | 24.5 | 21.5 | 32.5 | 26.5 | 20.5 | 18.5 |
| START | 40.1 | 45.7 | 35.4 | 35.3 | 0.0 | 31.1 | 30.9 | 58.9 | 43.2 | 36.2 | 31.5 | 35.2 | 34.2 | 24.9 | 23.1 | 18.6 | 26.3 | 21.3 | 17.3 | 15.9 |
| NO. COMPANIES | 6 | 3 | 2 | 7 | 2 | 7 | 7 | 4 | 4 | 3 | 6 | 5 | 5 | 3 | 8 | 9 | 6 | 2 | 8 | 7 |
| NO. EMPLOYEES | 6 | 7 | 6 | 47 | 2 | 84 | 27 | 5 | 18 | 26 | 34 | 5 | 10 | 5 | 29 | 29 | 7 | 3 | 26 | 34 |

### OAKLAND-EAST BAY, CA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 45.1 | 51.1 | 53.1 | 43.0 | | 28.5 | 54.7 | 48.4 | 41.7 | 36.4 | 50.5 | 33.1 | 30.2 | 28.3 | 24.1 | 30.4 | | 21.5 | | 17.0 |
| AVERAGE | 44.1 | 51.1 | 46.9 | 40.6 | | 31.1 | 55.4 | 46.3 | 40.1 | 38.0 | 50.5 | 38.6 | 30.2 | 26.3 | 25.3 | 33.5 | | 20.5 | | 18.5 |
| 25TH | 33.5 | 50.5 | 41.5 | 35.5 | | 26.5 | 50.5 | 43.5 | 39.5 | 32.5 | 49.5 | 33.5 | 25.5 | 22.5 | 19.5 | 27.5 | | 18.5 | | 15.5 |
| 50TH | 43.5 | 50.5 | 41.5 | 39.5 | | 31.5 | 51.5 | 46.5 | 39.5 | 35.5 | 50.5 | 38.5 | 25.5 | 27.5 | 24.5 | 28.5 | | 19.5 | | 18.5 |
| 75TH | 53.5 | 51.5 | 46.5 | 45.5 | | 35.5 | 55.5 | 49.5 | 42.5 | 38.5 | 51.5 | 41.5 | 35.5 | 28.5 | 23.5 | 41.5 | | 22.5 | | 21.5 |
| START | 42.9 | 41.6 | 39.4 | 32.0 | | 24.3 | 46.3 | 42.1 | 34.7 | 28.1 | 40.0 | 32.0 | 29.5 | 20.4 | 22.5 | 24.0 | | 14.7 | | 17.6 |
| NO. COMPANIES | 3 | 2 | 4 | 5 | | 3 | 5 | 3 | 6 | 6 | 4 | 4 | 2 | 7 | 7 | 5 | | 3 | | 11 |
| NO. EMPLOYEES | 10 | 2 | 20 | 17 | | 18 | 40 | 70 | 123 | 98 | 6 | 6 | 2 | 16 | 22 | 8 | | 10 | | 60 |

## PHOENIX, AZ

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 61.5 | 57.9 | 46.7 | 45.0 | 64.1 | 44.5 | 35.5 | 57.4 | 45.3 | 38.3 | 30.3 | 43.4 | 32.9 | | 30.7 | 23.5 | 25.4 | 16.7 | 17.9 | 15.2 |
| AVERAGE | 61.5 | 60.7 | 43.9 | 39.1 | 64.1 | 38.0 | 30.6 | 57.4 | 46.3 | 36.0 | 27.4 | 43.4 | 34.2 | | 29.7 | 19.8 | 25.1 | 16.9 | 16.9 | 15.5 |
| 25TH | 39.5 | 55.5 | 35.5 | 31.5 | 64.5 | 28.5 | 25.5 | 57.5 | 42.5 | 31.5 | 24.5 | 40.5 | 29.5 | | 21.5 | 14.5 | 16.5 | 15.5 | 13.5 | 13.5 |
| 50TH | 68.5 | 55.5 | 47.5 | 31.5 | 64.5 | 28.5 | 25.5 | 60.5 | 46.5 | 35.5 | 24.5 | 41.5 | 30.5 | | 23.5 | 17.5 | 21.5 | 15.5 | 17.5 | 15.5 |
| 75TH | 70.5 | 65.5 | 48.5 | 47.5 | 64.5 | 47.5 | 35.5 | 70.5 | 46.5 | 39.5 | 33.5 | 43.5 | 35.5 | | 25.5 | 22.5 | 26.5 | 20.5 | 17.5 | 17.5 |
| START | 53.1 | 52.4 | 37.7 | 35.7 | 51.2 | 32.2 | 25.1 | 47.4 | 37.1 | 31.3 | 24.0 | 42.7 | 30.6 | | 25.5 | 18.7 | 23.9 | 17.2 | 16.0 | 13.8 |
| NO. COMPANIES | 7 | 2 | 3 | 2 | 1 | 2 | 2 | 5 | 4 | 6 | 6 | 4 | 5 | | 4 | 6 | 4 | 6 | 6 | 7 |
| NO. EMPLOYEES | 7 | 5 | 9 | 15 | 3 | 33 | 39 | 6 | 11 | 33 | 37 | 4 | 7 | | 22 | 42 | 5 | 7 | 20 | 52 |

## PORTLAND, OR

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 51.8 | | | | | 30.3 | 21.4 | | 33.9 | 36.8 | | | 30.0 | | | 16.5 | | | | 17.0 |
| AVERAGE | 51.8 | | | | | 28.2 | 20.9 | | 37.6 | 36.8 | | | 30.0 | | | 16.5 | | | | 15.9 |
| 25TH | 49.5 | | | | | 19.5 | 16.5 | | 35.5 | 35.5 | | | 28.5 | | | 16.5 | | | | 11.5 |
| 50TH | 52.5 | | | | | 28.5 | 22.5 | | 35.5 | 37.5 | | | 28.5 | | | 16.5 | | | | 12.5 |
| 75TH | 53.5 | | | | | 36.5 | 23.5 | | 39.5 | 37.5 | | | 31.5 | | | 16.5 | | | | 14.5 |
| START | 48.5 | | | | | 24.5 | 19.1 | | 35.5 | 31.5 | | | 25.1 | | | 14.8 | | | | 15.2 |
| NO. COMPANIES | 3 | | | | | 3 | 3 | | 2 | 3 | | | 2 | | | 2 | | | | 4 |
| NO. EMPLOYEES | 3 | | | | | 4 | 4 | | 6 | 3 | | | 2 | | | 4 | | | | 11 |

## SACRAMENTO, CA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 57.9 | | 37.9 | 36.1 | | 37.9 | 28.5 | 46.5 | 44.6 | 31.9 | 22.9 | 49.2 | 28.7 | 23.9 | 20.9 | 19.8 | 27.9 | | 18.2 | 16.3 |
| AVERAGE | 57.9 | | 37.9 | 36.1 | | 39.8 | 27.6 | 46.5 | 41.7 | 32.8 | 23.3 | 49.2 | 28.7 | 23.9 | 19.9 | 18.8 | 27.9 | | 16.8 | 16.4 |
| 25TH | 39.5 | | 31.5 | 25.5 | | 37.5 | 26.5 | 36.5 | 29.5 | 29.5 | 20.5 | 38.5 | 26.5 | 22.5 | 15.5 | 18.5 | 24.5 | | 13.5 | 15.5 |
| 50TH | 60.5 | | 31.5 | 31.5 | | 37.5 | 26.5 | 38.5 | 40.5 | 29.5 | 21.5 | 53.5 | 26.5 | 22.5 | 21.5 | 18.5 | 24.5 | | 13.5 | 16.5 |
| 75TH | 60.5 | | 44.5 | 33.5 | | 44.5 | 29.5 | 54.5 | 47.5 | 39.5 | 27.5 | 55.5 | 31.5 | 25.5 | 22.5 | 20.5 | 31.5 | | 19.5 | 16.5 |
| START | 45.9 | | 28.0 | 25.9 | | 32.1 | 20.5 | 36.9 | 34.1 | 24.7 | 20.4 | 40.0 | 24.1 | 23.3 | 18.1 | 16.2 | 20.3 | | 14.7 | 14.2 |
| NO. COMPANIES | 4 | | 2 | 4 | | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 6 | 2 | | 2 | 3 |
| NO. EMPLOYEES | 4 | | 2 | 4 | | 14 | 6 | 2 | 12 | 12 | 4 | 3 | 2 | 2 | 5 | 22 | 2 | | 4 | 6 |

## SALEM, OR

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 46.0 | | 39.9 | 34.0 | | | 22.1 | | | | 30.4 | | | | 21.6 | 17.6 | 26.6 | 19.1 | 16.8 | 12.1 |
| AVERAGE | 46.0 | | 38.4 | 31.7 | | | 21.8 | | | | 30.5 | | | | 22.5 | 17.6 | 26.6 | 19.1 | 17.3 | 14.4 |
| 25TH | 33.5 | | 36.5 | 28.5 | | | 18.5 | | | | 29.5 | | | | 22.5 | 16.5 | 13.5 | 18.5 | 15.5 | 12.5 |
| 50TH | 42.5 | | 36.5 | 28.5 | | | 18.5 | | | | 30.5 | | | | 22.5 | 16.5 | 23.5 | 18.5 | 15.5 | 12.5 |
| 75TH | 54.5 | | 40.5 | 34.5 | | | 24.5 | | | | 31.5 | | | | 26.5 | 19.5 | 31.5 | 19.5 | 18.5 | 16.5 |
| START | 37.0 | | 30.4 | 27.9 | | | 18.7 | | | | 25.0 | | | | 19.0 | 15.1 | 24.9 | 17.3 | 16.2 | 14.2 |
| NO. COMPANIES | 6 | | 2 | 2 | | | 2 | | | | 3 | | | | 5 | 6 | 3 | 2 | 2 | 6 |
| NO. EMPLOYEES | 6 | | 3 | 3 | | | 5 | | | | 7 | | | | 8 | 11 | 3 | 2 | 3 | 51 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## SAN FRANCISCO, CA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 62.6 | 41.5 | 31.9 | 25.9 | 44.2 | 34.6 | 29.4 | 50.9 | 53.0 | 42.6 | 34.0 | 48.0 | 34.7 | 24.6 | 26.9 | 23.0 | 30.9 | 21.7 | 21.6 | 17.6 |
| AVERAGE | 62.6 | 41.8 | 31.9 | 25.9 | 47.6 | 36.5 | 33.1 | 52.1 | 52.9 | 40.7 | 33.1 | 48.0 | 34.1 | 21.7 | 25.9 | 23.1 | 32.9 | 21.5 | 22.1 | 16.2 |
| 25TH | 45.5 | 41.5 | 31.5 | 25.5 | 42.5 | 33.5 | 25.5 | 39.5 | 46.5 | 36.5 | 29.5 | 40.5 | 26.5 | 16.5 | 20.5 | 19.5 | 27.5 | 15.5 | 19.5 | 16.5 |
| 50TH | 56.5 | 41.5 | 31.5 | 25.5 | 42.5 | 33.5 | 26.5 | 47.5 | 52.5 | 39.5 | 32.5 | 42.5 | 29.5 | 16.5 | 23.5 | 24.5 | 27.5 | 19.5 | 21.5 | 17.5 |
| 75TH | 70.5 | 41.5 | 31.5 | 26.5 | 53.5 | 40.5 | 45.5 | 61.5 | 60.5 | 44.5 | 38.5 | 56.5 | 35.5 | 27.5 | 23.5 | 24.5 | 31.5 | 25.5 | 25.5 | 19.5 |
| START | 48.9 | 34.6 | 27.1 | 23.9 | 36.5 | 25.0 | 31.0 | 39.6 | 39.5 | 35.7 | 26.0 | 36.6 | 25.3 | 21.7 | 19.0 | 19.7 | 30.3 | 16.9 | 15.0 | 15.2 |
| NO. COMPANIES | 10 | 1 | 1 | 2 | 2 | 2 | 3 | 8 | 6 | 11 | 11 | 5 | 8 | 2 | 8 | 12 | 5 | 4 | 3 | 10 |
| NO. EMPLOYEES | 10 | 3 | 3 | 15 | 5 | 9 | 9 | 25 | 23 | 49 | 42 | 5 | 14 | 4 | 25 | 23 | 9 | 12 | 19 | 58 |

## SAN JOSE, CA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 51.9 | | 45.5 | 43.6 | | 38.5 | 35.1 | 60.8 | 51.7 | 43.2 | 34.9 | 58.7 | 32.7 | | 23.6 | 23.4 | 26.1 | 24.7 | 17.9 | 19.0 |
| AVERAGE | 51.3 | | 47.0 | 41.3 | | 38.5 | 35.1 | 60.8 | 51.2 | 40.3 | 33.8 | 58.7 | 32.1 | | 23.8 | 22.5 | 26.1 | 23.9 | 18.1 | 18.3 |
| 25TH | 33.5 | | 45.5 | 35.5 | | 33.5 | 35.5 | 51.5 | 50.5 | 36.5 | 33.5 | 55.5 | 29.5 | | 21.5 | 19.5 | 23.5 | 22.5 | 16.5 | 14.5 |
| 50TH | 43.5 | | 45.5 | 40.5 | | 38.5 | 35.5 | 51.5 | 50.5 | 39.5 | 33.5 | 58.5 | 32.5 | | 21.5 | 19.5 | 25.5 | 22.5 | 17.5 | 15.5 |
| 75TH | 70.5 | | 48.5 | 47.5 | | 38.5 | 35.5 | 70.5 | 51.5 | 45.5 | 35.5 | 59.5 | 36.5 | | 24.5 | 24.5 | 26.5 | 25.5 | 18.5 | 22.5 |
| START | 33.4 | | 33.7 | 33.4 | | 35.0 | 31.9 | 47.4 | 33.7 | 34.0 | 30.3 | 52.7 | 26.2 | | 21.1 | 20.5 | 22.6 | 22.3 | 16.7 | 17.3 |
| NO. COMPANIES | 6 | | 3 | 5 | | 1 | 1 | 2 | 2 | 7 | 6 | 2 | 5 | | 4 | 5 | 4 | 2 | 4 | 6 |
| NO. EMPLOYEES | 6 | | 11 | 14 | | 11 | 9 | 2 | 28 | 66 | 35 | 2 | 14 | | 14 | 12 | 4 | 6 | 15 | 21 |

## SEATTLE, WA

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 55.5 | 46.9 | 43.1 | 39.1 | 48.4 | 39.2 | 32.1 | 47.6 | 43.9 | 35.7 | 32.0 | 45.7 | 33.6 | 28.6 | 24.6 | 19.9 | 23.6 | 21.0 | 18.3 | 16.4 |
| AVERAGE | 55.6 | 48.9 | 41.3 | 35.9 | 44.7 | 34.9 | 28.1 | 48.6 | 44.1 | 33.9 | 28.6 | 45.4 | 32.1 | 28.6 | 23.4 | 18.6 | 23.6 | 20.6 | 16.2 | 15.8 |
| 25TH | 46.5 | 40.5 | 37.5 | 27.5 | 40.5 | 32.5 | 21.5 | 36.5 | 37.5 | 32.5 | 26.5 | 40.5 | 25.5 | 26.5 | 20.5 | 16.5 | 21.5 | 20.5 | 15.5 | 13.5 |
| 50TH | 57.5 | 45.5 | 40.5 | 35.5 | 40.5 | 33.5 | 24.5 | 43.5 | 33.5 | 33.5 | 23.5 | 42.5 | 31.5 | 27.5 | 22.5 | 19.5 | 22.5 | 21.5 | 18.5 | 16.5 |
| 75TH | 67.5 | 53.5 | 43.5 | 33.5 | 56.5 | 37.5 | 31.5 | 52.5 | 48.5 | 35.5 | 30.5 | 48.5 | 36.5 | 29.5 | 25.5 | 22.5 | 26.5 | 21.5 | 19.5 | 17.5 |
| START | 40.3 | 42.5 | 34.6 | 29.2 | 41.1 | 29.2 | 24.7 | 34.3 | 37.3 | 35.8 | 29.2 | 34.4 | 26.4 | 22.6 | 18.7 | 16.5 | 20.3 | 17.2 | 14.6 | 13.9 |
| NO. COMPANIES | 15 | 7 | 9 | 12 | 6 | 5 | 5 | 5 | 8 | 11 | 21 | 9 | 5 | 5 | 14 | 22 | 7 | 3 | 5 | 13 |
| NO. EMPLOYEES | 15 | 13 | 21 | 53 | 9 | 74 | 114 | 23 | 33 | 75 | 113 | 15 | 21 | 23 | 35 | 62 | 10 | 13 | 41 | 73 |

## SEQUOIA/PALO ALTO, CA

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | | 42.5 | | | | | | 56.2 | | 42.9 | 38.8 | 38.0 | 30.4 | 30.4 | 24.5 | 22.6 | | | | 15.9 |
| AVERAGE | | 42.5 | | | | | | 56.2 | | 42.2 | 38.8 | 38.0 | 30.4 | 30.4 | 23.9 | 21.6 | | | | 16.6 |
| 25TH | | 35.5 | | | | | | 48.5 | | 40.5 | 38.5 | 36.5 | 24.5 | 30.5 | 20.5 | 17.5 | | | | 14.5 |
| 50TH | | 35.5 | | | | | | 54.5 | | 42.5 | 38.5 | 36.5 | 32.5 | 30.5 | 25.5 | 20.5 | | | | 15.5 |
| 75TH | | 49.5 | | | | | | 65.5 | | 43.5 | 38.5 | 40.5 | 34.5 | 30.5 | 26.5 | 21.5 | | | | 19.5 |
| START | | 35.6 | | | | | | 44.1 | | 34.8 | 34.3 | 38.7 | 27.0 | 26.6 | 20.9 | 19.5 | | | | 14.4 |
| NO. COMPANIES | | 2 | | | | | | 3 | | 3 | 1 | 2 | 3 | 2 | 3 | 4 | | | | 3 |
| NO. EMPLOYEES | | 2 | | | | | | 3 | | 7 | 9 | 2 | 3 | 2 | 5 | 19 | | | | 55 |

## CANADA (Canadian dollars)

## CALGARY, AB

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 64.3 | 52.8 | 49.5 | 43.6 | 52.0 | 52.2 | | 49.6 | | | 35.5 | 55.5 | 42.8 | 32.0 | 34.7 | 26.8 | | | 22.5 | 24.5 |
| AVERAGE | 64.3 | 52.8 | 49.5 | 43.4 | 52.0 | 52.2 | | 49.6 | | | 35.5 | 55.5 | 42.8 | 32.0 | 34.4 | 25.7 | | | 22.5 | 24.5 |
| 25TH | 59.5 | 44.5 | 49.5 | 41.5 | 50.5 | 52.5 | | 41.5 | | | 29.5 | 52.5 | 34.5 | 27.5 | 33.5 | 23.5 | | | 22.5 | 24.5 |
| 50TH | 59.5 | 54.5 | 49.5 | 41.5 | 50.5 | 52.5 | | 41.5 | | | 29.5 | 52.5 | 42.5 | 27.5 | 33.5 | 26.5 | | | 22.5 | 24.5 |
| 75TH | 69.5 | 59.5 | 49.5 | 45.5 | 53.5 | 52.5 | | 57.5 | | | 41.5 | 58.5 | 44.5 | 36.5 | 34.5 | 27.5 | | | 22.5 | 24.5 |
| START | 57.1 | 46.2 | 41.7 | 34.2 | 46.8 | 42.7 | | 39.2 | | | 31.8 | 51.7 | 35.1 | 25.9 | 28.2 | 23.9 | | | 0.0 | 19.0 |
| NO. COMPANIES | 2 | 3 | 1 | 2 | 2 | 1 | | 2 | | | 2 | 2 | 4 | 2 | 2 | 3 | | | 1 | 1 |
| NO. EMPLOYEES | 2 | 3 | 6 | 7 | 2 | 2 | | 2 | | | 4 | 2 | 4 | 2 | 5 | 6 | | | 2 | 6 |

## EDMONTON, AB

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | | 61.8 | 41.4 | 35.6 | 50.5 | 45.3 | 26.1 | | | | 44.9 | 29.1 | 46.8 | 43.5 | 30.4 | 24.2 | | | | |
| AVERAGE | | 61.8 | 47.6 | 39.9 | 50.5 | 45.3 | 26.1 | | | | 44.9 | 29.1 | 46.8 | 43.5 | 30.4 | 25.1 | | | | |
| 25TH | | 55.5 | 37.5 | 32.5 | 50.5 | 45.5 | 26.5 | | | | 31.5 | 24.5 | 27.5 | 36.5 | 25.5 | 22.5 | | | | |
| 50TH | | 55.5 | 37.5 | 32.5 | 50.5 | 45.5 | 26.5 | | | | 31.5 | 24.5 | 45.5 | 43.5 | 27.5 | 22.5 | | | | |
| 75TH | | 68.5 | 58.5 | 47.5 | 50.5 | 45.5 | 26.5 | | | | 57.5 | 33.5 | 56.5 | 50.5 | 29.5 | 28.5 | | | | |
| START | | 42.7 | 30.6 | 33.6 | 42.7 | 40.1 | 23.5 | | | | 44.2 | 27.3 | 37.3 | 35.9 | 25.6 | 21.2 | | | | |
| NO. COMPANIES | | 2 | 2 | 2 | 1 | 1 | 1 | | | | 2 | 2 | 4 | 3 | 4 | 2 | | | | |
| NO. EMPLOYEES | | 2 | 5 | 5 | 2 | 3 | 2 | | | | 2 | 2 | 4 | 3 | 4 | 3 | | | | |

## GRAND VALLEY, ON

| | JOB CATEGORY | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
| WGHTD. AVERAGE | 51.0 | 45.4 | | 34.5 | | | | 25.6 | 47.8 | 48.5 | 36.8 | 32.2 | 51.4 | 35.6 | 29.7 | 24.7 | 25.0 | | 13.1 | 18.2 |
| AVERAGE | 49.6 | 45.4 | | 34.5 | | | | 24.4 | 52.3 | 47.2 | 38.1 | 32.0 | 51.4 | 35.6 | 30.0 | 24.5 | 22.7 | | 19.8 | 17.3 |
| 25TH | 36.5 | 35.5 | | 27.5 | | | | 23.5 | 43.5 | 42.5 | 37.5 | 28.5 | 30.5 | 21.5 | 29.5 | 21.5 | 20.5 | | 16.5 | 16.5 |
| 50TH | 47.5 | 35.5 | | 35.5 | | | | 23.5 | 52.5 | 47.5 | 38.5 | 32.5 | 43.5 | 35.5 | 29.5 | 23.5 | 20.5 | | 18.5 | 17.5 |
| 75TH | 65.5 | 55.5 | | 41.5 | | | | 25.5 | 56.5 | 48.5 | 41.5 | 34.5 | 47.5 | 46.5 | 30.5 | 29.5 | 22.5 | | 22.5 | 18.5 |
| START | 42.0 | 32.9 | | 22.0 | | | | 24.2 | 42.6 | 42.6 | 35.0 | 28.3 | 53.0 | 31.6 | 25.7 | 21.6 | 19.4 | | 16.9 | 16.1 |
| NO. COMPANIES | 10 | 2 | | 3 | | | | 2 | 4 | 4 | 9 | 13 | 4 | 6 | 2 | 7 | 10 | | 8 | 12 |
| NO. EMPLOYEES | 11 | 2 | | 3 | | | | 11 | 8 | 10 | 19 | 28 | 4 | 6 | 5 | 9 | 24 | | 14 | 42 |

| | | |
|---|---|---|
| A OVERALL DATA PROCESSING MANAGER | H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING | O SENIOR COMPUTER OPERATOR |
| B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS | I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) | P COMPUTER OPERATOR |
| C LEAD SYSTEMS ANALYST | J SENIOR PROGRAMMER/ANALYST | Q SUPERVISOR - DATA ENTRY |
| D SYSTEMS ANALYST | K PROGRAMMER/ANALYST | R LEAD DATA ENTRY OPERATOR |
| E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING | L MANAGER - COMPUTER OPERATIONS | S SENIOR DATA ENTRY OPERATOR |
| F SENIOR APPLICATIONS PROGRAMMER | M SUPERVISOR - COMPUTER OPERATIONS | T DATA ENTRY OPERATOR |
| G APPLICATIONS PROGRAMMER | N LEAD COMPUTER OPERATOR | |

*Annual salaries in thousands*

## HAMILTON, ON

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 54.8 | 50.8 | 47.7 | 44.7 | 48.7 | 39.7 | 31.9 | 47.6 | 41.4 | 37.4 | 33.8 | 43.1 | 41.4 | | 31.1 | 27.2 | 33.9 | 20.4 | | 24.0 |
| AVERAGE | 56.7 | 50.8 | 48.0 | 41.6 | 48.7 | 40.2 | 31.9 | 51.3 | 41.6 | 36.3 | 33.1 | 43.1 | 43.3 | | 29.6 | 25.9 | 33.9 | 20.4 | | 22.3 |
| 25TH | 44.5 | 47.5 | 44.5 | 36.5 | 44.5 | 38.5 | 31.5 | 43.5 | 41.5 | 34.5 | 29.5 | 33.5 | 39.5 | | 25.5 | 21.5 | 23.5 | 17.5 | | 20.5 |
| 50TH | 51.5 | 48.5 | 47.5 | 41.5 | 44.5 | 38.5 | 31.5 | 43.5 | 41.5 | 37.5 | 31.5 | 42.5 | 45.5 | | 29.5 | 23.5 | 23.5 | 17.5 | | 22.5 |
| 75TH | 54.5 | 56.5 | 49.5 | 43.5 | 52.5 | 41.5 | 33.5 | 58.5 | 42.5 | 38.5 | 37.5 | 53.5 | 46.5 | | 34.5 | 30.5 | 44.5 | 23.5 | | 24.5 |
| START | 53.4 | 40.3 | 36.6 | 34.1 | 37.3 | 33.9 | 27.6 | 42.2 | 32.6 | 30.2 | 30.4 | 36.7 | 33.9 | | 25.1 | 21.5 | 27.2 | 19.4 | | 19.4 |
| NO. COMPANIES | 4 | 3 | 6 | 10 | 2 | 2 | 9 | 2 | 3 | 9 | 14 | 3 | 9 | | 13 | 14 | 2 | 2 | | 17 |
| NO. EMPLOYEES | 55 | 3 | 12 | 35 | 2 | 27 | 48 | 4 | 7 | 27 | 36 | 3 | 12 | | 38 | 41 | 2 | 2 | | 76 |

## REGINA, SK

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 59.0 | 51.3 | 43.3 | 39.0 | 54.3 | 47.0 | 35.3 | 45.6 | 46.6 | 36.9 | 31.6 | 51.8 | 37.1 | 37.4 | 32.1 | 28.9 | 27.3 | 24.4 | 22.5 | 21.3 |
| AVERAGE | 59.0 | 51.3 | 42.9 | 39.4 | 54.3 | 47.0 | 35.3 | 48.4 | 39.2 | 36.4 | 30.9 | 51.8 | 37.1 | 34.0 | 29.5 | 26.5 | 28.4 | 26.7 | 22.7 | 22.1 |
| 25TH | 53.5 | 42.5 | 37.5 | 32.5 | 43.5 | 47.5 | 33.5 | 43.5 | 34.5 | 36.5 | 26.5 | 50.5 | 35.5 | 29.5 | 24.5 | 22.5 | 25.5 | 23.5 | 22.5 | 19.5 |
| 50TH | 58.5 | 49.5 | 43.5 | 38.5 | 56.5 | 47.5 | 33.5 | 45.5 | 38.5 | 37.5 | 29.5 | 50.5 | 36.5 | 29.5 | 30.5 | 27.5 | 26.5 | 23.5 | 23.5 | 21.5 |
| 75TH | 61.5 | 53.5 | 47.5 | 46.5 | 58.5 | 47.5 | 36.5 | 54.5 | 47.5 | 38.5 | 32.5 | 52.5 | 37.5 | 39.5 | 34.5 | 28.5 | 28.5 | 30.5 | 23.5 | 23.5 |
| START | 60.0 | 39.3 | 34.6 | 35.2 | 41.7 | 34.2 | 28.3 | 39.7 | 33.1 | 30.2 | 27.0 | 41.4 | 30.5 | 29.1 | 28.9 | 23.1 | 25.9 | 21.7 | 20.6 | 18.6 |
| NO. COMPANIES | 12 | 4 | 5 | 6 | 4 | 1 | 2 | 5 | 6 | 5 | 8 | 2 | 5 | 2 | 6 | 12 | 4 | 2 | 5 | 8 |
| NO. EMPLOYEES | 12 | 4 | 9 | 11 | 4 | 6 | 18 | 27 | 104 | 83 | 38 | 2 | 5 | 6 | 16 | 49 | 12 | 6 | 14 | 93 |

## TORONTO, ON

JOB CATEGORY

| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| WGHTD. AVERAGE | 59.1 | 59.6 | 43.0 | 38.3 | 52.2 | 35.9 | 30.9 | 54.9 | 55.9 | 45.8 | 38.8 | 56.9 | 40.2 | 37.4 | 31.2 | 27.8 | 32.0 | | 23.6 | 19.9 |
| AVERAGE | 59.3 | 59.0 | 43.0 | 37.5 | 50.2 | 39.2 | 30.5 | 53.9 | 57.2 | 41.3 | 36.2 | 53.9 | 38.0 | 34.1 | 29.0 | 24.5 | 32.4 | | 24.5 | 21.0 |
| 25TH | 49.5 | 58.5 | 39.5 | 31.5 | 45.5 | 35.5 | 26.5 | 45.5 | 51.5 | 36.5 | 32.5 | 53.5 | 29.5 | 31.5 | 24.5 | 20.5 | 26.5 | | 22.5 | 18.5 |
| 50TH | 55.5 | 59.5 | 43.5 | 31.5 | 53.5 | 35.5 | 27.5 | 47.5 | 53.5 | 40.5 | 35.5 | 54.5 | 38.5 | 32.5 | 26.5 | 22.5 | 31.5 | | 23.5 | 18.5 |
| 75TH | 69.5 | 61.5 | 43.5 | 43.5 | 53.5 | 46.5 | 30.5 | 64.5 | 61.5 | 46.5 | 41.5 | 67.5 | 43.5 | 37.5 | 28.5 | 25.5 | 35.5 | | 25.5 | 22.5 |
| START | 55.5 | 47.7 | 36.5 | 34.6 | 45.4 | 34.7 | 28.5 | 43.6 | 48.1 | 36.2 | 32.0 | 46.9 | 33.2 | 29.1 | 25.2 | 23.4 | 28.3 | | 20.6 | 19.4 |
| NO. COMPANIES | 9 | 5 | 4 | 6 | 5 | 3 | 4 | 6 | 3 | 10 | 9 | 7 | 6 | 5 | 4 | 12 | 6 | | 5 | 9 |
| NO. EMPLOYEES | 10 | 6 | 3 | 17 | 11 | 54 | 67 | 19 | 24 | 61 | 69 | 7 | 11 | 18 | 12 | 40 | 9 | | 10 | 52 |

# Personnel Survey Reports from AMS

In addition to the *AMS Office Salaries Report, AMS Data Processing Salaries Report* and the *AMS Management Salaries Report,* AMS and the AMS Foundation also conduct annual surveys on benefits programs, personnel policies and other human resources-related topics. Our surveys are conducted at different intervals throughout the year. Therefore, you will always receive the latest issues as they are published for 1989 and 1990.

**1989 AMS Office Benefits Survey** — reports degree of company benefits offerings by industry, region and company size re: medical, disability, dental, optical, life and pension plans; paid leave policies (vacation, sick, holiday, etc.); and supplementary plans (401k, savings, ESOP, etc.). Also reports benefits expense as percent of payroll. This report is published annually in the fall.
*Price: $30 ($15 to AMS members)*

**1989 AMS Office Turnover Survey** — presents exempt and nonexempt turnover rates and reasons for termination by type of business, region and company size. Compares previous year overall averages. This report is published annually in the fall.
*Price: $30 ($15 to AMS members)*

**1989 AMS Business Expenses Survey** — examines company policies for reimbursing business travel, education, and relocation expenses. Responses are broken down by type of business, region and company size; compared with previous survey.
*Price: $15 ($10 to AMS members)*

**1989 AMS Hiring & Firing Policies Survey** — covers company hiring practices; how they evaluate potential employees, including intelligence/personality testing. Also examines progressive discipline policies, severance pay, and the prevalence of unjust discharge suits. Results reported by type of business, region and company size; compared with previous survey.
*Price: $15 ($10 to AMS members)*

**1989 AMS Smoking Policies Survey** — covers how many companies have smoking policies in effect, where smoking is banned, hiring policies regarding smokers, "kick the habit" programs. Includes sample company smoking policies. Results reported by type of business, region and company size; compared with previous survey.
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*Price: $15 ($10 to AMS members)*

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